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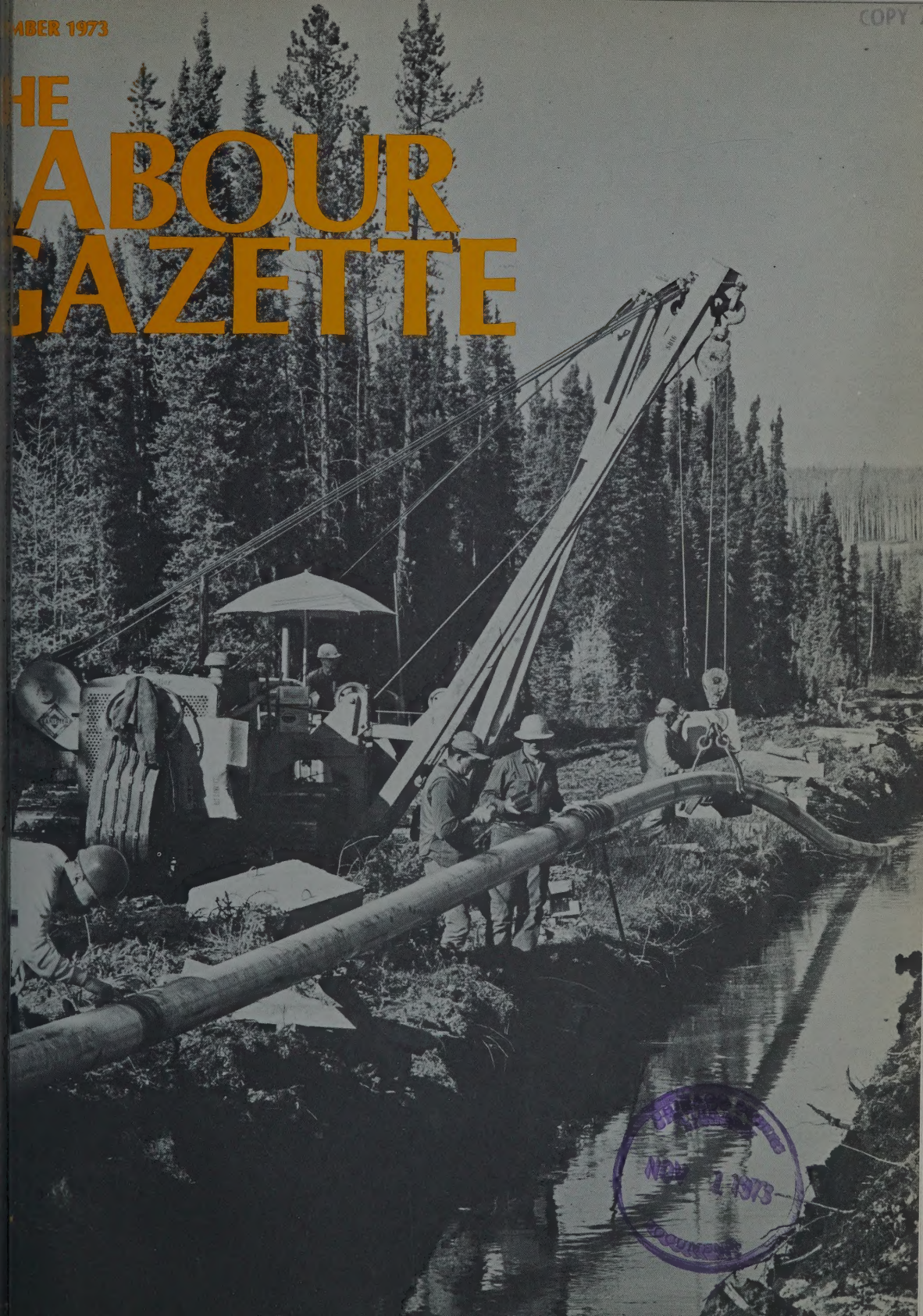

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"Since 1899, the traditional Frontier College representative has been the labourer-teacher who works at manual labour during the day, then offers evening courses to the people he or she works with." See: Education in the Outposts: the Work of Frontier College.

BOUR
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al Journal
la Department of Labour

3, No. 9/September 1973

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Labour Canada Travail Canada

LABOUR DAY MESSAGES

John Munro
Minister of Labour

It is the custom on Labour Day for the Minister of Labour to present a message to the Canadian labour community. I am especially pleased at having this first opportunity to do so.

Perhaps a short note on how my background relates to the labour movement would be of interest. Over the years, I have been a member of various unions; and, as a lawyer, I represented many unions before tribunals. I have found that association personally rewarding and stimulating; but, even more importantly, it has imprinted on my mind the conviction that a strong labour movement in Canada is a necessity. This conviction is directed toward the goal of enhancing the economic and social rewards of the worker for his daily efforts, and it is based on the belief that the labour movement is a viable force for social reform, directed toward betterment of the lives of all Canadians.

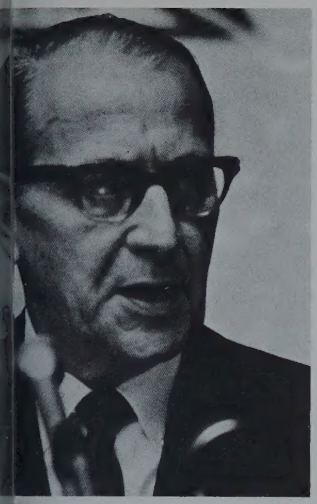
I believe that the labour movement is widely accepted as an equal in the business community—and that is as it should be. Much of the credit for the development should be attributed to Canada's labour leadership, whose high calibre and devotion reflect the support of a concerned and organized workforce. Few would disagree, however, that we still have a job ahead of us.

There are, in Canada, far too many members of our unorganized workforce earning incomes bordering so closely on poverty levels that the temptation to go on welfare is stronger than the incentive to work. There are, in Canada, far too many workers who suffer from feelings of impersonality and alienation induced by a workplace devised more for output than for human happiness. What these feelings lead to is a widespread employee hostility directed not only against management, but also against unions and union leadership. The resulting frustration with established institutions is not uncommon, but the phenomenon appears to permeate the workforce of structured organizations—and it certainly emerges as one of the dominant characteristics of the workplace of the '70s.

The prime challenge facing th
bour movement arises partly f
this characteristic, and amo
almost to a dilemma: the mo
ment must strengthen its le
ership by reducing fragmenta
within its ranks, while at the sa
time combating the disaffect
of the individual generated by
trend toward bigness wit
unions.

Responsible leaders and mem
of the labour movement are
seeking ways to play a greater
in the decision-making proces
government. Parallel with th
challenges, of course, is the ur
need to better the working co
tions of members through in
ence upon an improved work e
ronment and job enrichm
while at the same time attemp
to prevent erosion of the w
ethic.

If I were asked to select a pri
for labour in the '70s, it would
that labour must become more
volved and must participate
greater extent in decision ma
so that the foregoing challe
can be met. I will do whatev
can to help the labour movem
in Canada achieve these goals.



rld MacDonald

slent
ndian Labour Congress

anadians celebrate Labour the one day of the year set to honour the working man woman, it can be seen that is cause for deep concern the direction in which Can- going with regard to the at- tent of just economic and so- oals. Such goals are far from ig been reached.

re distressed when we look ud and find relatively large ers of Canadians who con- to live in poverty, in a coun- at can correctly boast of the third wealthiest in the rl. We are distressed that there been virtually no progress d a more equitable distribu- of incomes over the last 50 We are distressed that re- nl income disparities that en the unity of this nation hardly changed over the long period of time. In these cts, our society has stayed ke a sailing ship that has lost s, and swings hither and thi- vithout any sense of direc- n.

Those who would have us believe that we live in a just society either know not whereof they speak, or are indifferent to the needs and aspirations of countless men and women from one end of this land to the other. Social numbness is the striking trait that inhibits the mentality of all too many of those who make the important decisions governing the lives of people. How else can one explain why hundreds of thousands of Canadian workers have become the victims of unemployment except to say that powerful politicians, advised by their senior bureaucrats, have decided that this is the way to combat inflation?

The callousness behind the policies adopted by the federal Government more than four years ago, against the advice of many well-informed people, served only to bring unnecessary hardships to thousands of families. These policies had almost no effect in restraining inflation, as past experience should have indicated. We are still suffering high unemployment rates from those policies, and the end is far from being in sight.

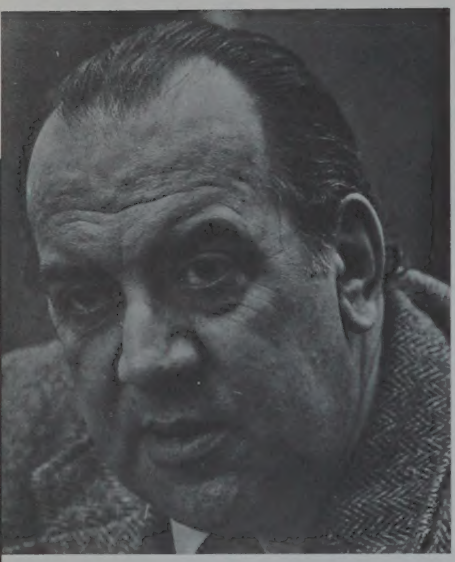
Indeed, the supreme irony today is that we have learned nothing from past mistakes. The recent move by our monetary authorities to increase interest rates when unemployment remains high, when the labour force is rapidly increasing, and when all signs indicate a slower growth rate in 1974, means that additional tens of thousands of Canadian men and women will be jobless next year. It is again a case of ignoring the lessons of the past and repeating the same mistakes. Our responsible officials have learned nothing. Social injustice goes on and on; and the tragic thing is that it is all so unnecessary.

Although Canada has been undergoing a more rapid economic expansion, the hard-nosed fact is that many workers and their families have not benefited from it. Government spokesmen apparently delight in carefully selecting figures and pouring them out to the press in an attempt to convince the public that things are better than ever before.

But the continuance of high unemployment rates is conveniently omitted in such official announcements. Also deliberately omitted is any reference to the fact that the real purchasing power of wage and salary earners increased by a paltry 1.7 per cent per person employed during the last year. Real base wage increases per worker under collective agreements were hardly any better—only 1.9 per cent during the same period.

When one looks at the other side of the coin, however, one finds that there was a phenomenal rise in corporation profits of 13 per cent for the first quarter of this year, the highest on record in 12 years. This is an incredible profit upsurge, and if this trend continues, profits will rise during 1973 by more than 50 per cent. A major contributing factor to these high profit increases has been a sharp rise in labour productivity, although the average wage earner got very little out of the increase. But one need not expect to find information of this kind in official government propaganda material; it would be even more futile than looking for the proverbial needle in a haystack.

The challenge to the labour movement and other like-minded progressive elements on Labour Day 1973 is clear: There must be no effort spared to bring about the achievement of better economic and social conditions in Canada. No matter how difficult the task, no matter how many frustrations along the way, there can be no letup in our striving for the kind of reforms to which organized men and women have always been dedicated.



Marcel Pepin

General President
Confederation of National Trade Unions

On the evening of last May 1, more than 40,000 citizens of Québec took to the streets in cities across the province to mark International Workers' Day. In Montreal alone, 30,000 persons marched for hours with a cheerfulness born of a quiet awareness of their own strength.

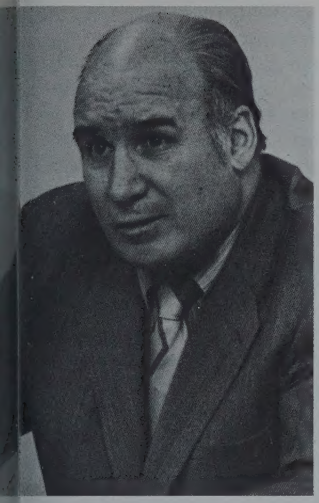
This march was intended to convey the reaction of the "average citizen" to a number of steps taken by the Government of Québec during the preceding 12 months: introduction of Bill 19, which compelled 200,000 strikers to return to work under the threat of heavy fines and imprisonment; levying of prison sentences and fines against dozens of workers and unions; sentencing and imprisonment of three presidents of Québec central labour bodies; creation, in the middle of a dispute, of a so-called "central labour body"; introduction of Bill 89, which threatened the right to genuine collective bargaining, and suspended the right to strike of hundreds of thousands of workers in both public and private sectors; and publication of the Fantus Report, which advised the Government to bring the unions—particularly the CNTU—to heel.

Quebecers cannot afford to be losers in these tests of strength—tests that set them more and more against the servants of a power centre that has not been located in Québec City for a long time now. Of course, after each shock, each test, victory is not always certain. At first sight, it may even happen at times that those in power appear to be the winners. But our daily experience with union struggles has taught us that there is an increasing number of workers who are becoming more aware every day of their true situation, and who understand where the interests of the politico-financial elite really lie. Our organization, the CNTU, is the best evidence of the new social conscience that is developing here in Québec.

The sequel to the Government's taking repressive measures against trade unionism—measures endorsed and often instigated by certain opinion manipulators—that, not only did the CNTU lose its pugnacity and its driv strength, but it also reaffirmed faith in a militant trade union that leaves no room for conc sions in its search for more po for the workers.

The requests we receive daily fr employees wanting to join ranks of our organizatio requests that grow as our strug becomes more radical—prove us that Québec workers pl great confidence in a union or nization that seeks the happin of ordinary people along a path their own choosing.

We have yet to create in the pr ince of Québec a society t meets our needs and preferen It is here, in our territory, that shall find the answers—and workers are the ones who will cover them.



C.Y. McGregor

Chairman
Canadian Railway Labour Associ-
ation

Is it any wonder that they (Canadian railway workers) attribute discrimination they suffer in relation to other organized workers to the fact that they are so essential, that their right to defend themselves against unfair settlements by the processes available to other workers are for them nominal rather than real. More than any other group, they must appeal to the sense of fair play of the Canadian people and the Canadian Parliament."
Prime Minister John C. Weldon

It is to be hoped that, some day the great and unsolved problems of Canadian labour will approach solution, and a Labour Day message such as this will be one of confidence and satisfaction.

But that era of prosperity and good government seems, at this writing, a long way off. There are too many Canadians without jobs: there is so much marginal living, in the midst of plenty, that one sometimes almost loses hope for the future of this great country.

After a year of preparation and the throes of negotiations, mediation and conciliation—the long and arduous exercise demanded by federal labour laws—to labour's ultimate weapon, the strike, we in the railway industry find little cause for rejoicing.

Perhaps our sufferings, our wants, are small in comparison with the droughts, the famine, the conflicts and the poverty that exist in so many parts of the world: but they are our needs and they are here and here now. When one realizes that the average non-operating railway worker—most of whom have a wife and children to support—exists on less than $8,000 a year (before such deductions as taxes, unemployment insurance, and Canada/Québec pension plan contributions) it makes one wonder.

Surely, in the affluent society which is now Canada's, it is not too much to demand for the ordinary worker a share in the good life and years of ease after decades of labour.

NEWS BRIEFS

■ A number of insurance underwriters predict that **1973 will see rapid growth in dental care coverage as a result of union activity** in this area. Recent agreements signed by Inco, Stelco and Algoma Steel with the United Steelworkers include the first dental service plans to be negotiated by a major Canadian union. All three companies have introduced dental plans ensuring employees and their dependants for a wide range of normal dental procedures. William M. Mercer, Ltd., a Toronto actuarial consultant firm, describes the plans as "a major breakthrough in a new fringe benefit area" and predicts "they will undoubtedly be trend-setters for many collective agreements to be negotiated in the next few years."

Since January this year, dental insurance plans have been incorporated into 12 contracts covering about 11,000 workers in Canada. The list of unions involved includes The Food and Allied Workers, the Canadian Union of Public Employees, the Canadian Brotherhood of Railway, Transport and General Workers, and the Seafarers International Union. Dental plans range in cost from an average of about $3.00 a month for a family to as much as $25.00 a month or more, depending on benefits and use. They generally include such services as examinations, maintenance care, fillings and teeth extractions.

William M. Mercer notes in an actuarial bulletin that **"the popularity of dental coverage, particularly in union demands, see be outpacing the rate of go ment plan developments.** T appears that most major em ers will have adopted dental before governments make their intention ... The spir cost of medicare and h talization have likely influ the relatively slow rate of dev ment to date, but there is no to suggest that such plans wi be introduced eventually."

■ **A compressed workwee courages employees to harder, and decreases abse ism,** according to a study b research branch of the O Ministry of Labour. The study second on the subject—co 157 firms that had shortened

rweek from five to four or
days. Employers reported
oved worker morale as a re-
of fewer working days, re-
d commuting time and re-
d compulsory overtime. The
common schedule was a
day, 40-hour week.

gh fatigue was the most sig-
nt disadvantage reported,
he firms that saw this as a
em indicated that it was a
-term setback, subsiding after
employees adjusted to their
work pattern. The Ministry's
emphasizes, however, that
ndings related to employee
le and other advantages for
ers are based on manage-
reports rather than on inter-
with the employees con-
d.

e time of the survey, an esti-
d 200 firms had altered their
week pattern with the per-
on of the Ontario Ministry of
ur, and about 6,600 workers
on a compressed workweek
dule—less than 1 per cent of
rio's workforce. Nearly two-
s were in manufacturing and
than 20 per cent in services.
t 30 per cent of those in
facturing worked in depart-
s operating on a round-the-
basis, and 67 per cent in ser-
were employed where there
continuous operations.
t 1,000 of the 6,600 employ-
were union members—all in
facturing.

abour ministry's Employment
dards Branch requires that a
rity of employees be in fa-
of a schedule that involves
days stretching beyond the
eight hours before approval
en by the Branch.

About 1,500 federal public
ce employees have won the
to a shorter workweek in an
ration award following con-
negotiations. The employees, represented by the Professional Institute of the Public Service, include economists, sociologists and statisticians. They will be able to complete their minimum 37.5 hours a week in a period of less than five days. Kenneth Phythian, an Institute spokesman, described the award as **"an acceptance in principle of the flexible workweek."**

A notable deviation in the federal public service from the standard working day is an experiment with flexible starting and quitting times at the Department of Consumer and Corporate Affairs. The success of this experiment, confined initially to the 50-member personnel branch, has led to an extension to 400 employees in the Department's Bureau of Intellectual Property.

■ Persons between the ages of 15 and 18 will not be permitted to work between midnight and 6 a.m. except if they are under the direct and continuous supervision of a person who is over 18 years of age under a **new regulation of the Alberta Manpower and Labour Act.** Youths under 15 will be permitted to work until 9 p.m., an hour later than under the old regulation. Those between the ages of 12 and 14 will not be permitted employment on construction projects or in commercial gardening and landscaping: heavy equipment now used in most of these jobs creates a hazardous working environment.

■ **There has been a breakthrough in the struggle to end wage discrimination against women in B.C. hospitals.** The breakthrough was brought about by an arbitration wage adjustment award that is keyed to human rights legislation requiring equal pay for equal work.

Ray McCready, business manager of the Hospital Employees Union, Local 180, representing 11,000 workers, mostly women, stated that the union had taken advantage of an arbitration ruling in the current contract with the B.C. Hospitals' Association. The union was required by arbitrator D. R. Blair to prove there had been a material change in job content and did so on behalf of practical nurses in the Kimberley and District Hospitals. Blair upheld the union's claim, explaining that the practical nurses had been victims of discrimination based on sex and directed that they be paid the same as male orderlies.

McCready said that arbitration awards are the "precedent upon which the union hopes to completely eliminate wage discrimination based on sex." The union has disclosed that it is applying for a hearing before the Human Rights Commission for a ruling against discrimination based on the arbitrator's award. In making his award, Blair reviewed the Human Rights Act, which states that "No employer and no person acting on his behalf shall discriminate between his male and female employees by having a female employee at a rate of pay less than the rate of pay paid to a male employee by him for the same work or substantially the same work done in the same establishment."

■ One important recent happening in the field of human rights is the passing of **Québec's Bill 63, concerning the Council on the Status of Women.** First presented as a brief by the Women's Federation of Quebec in December 1971, the bill **was passed as law on July 5.** The Council, with an annual budget of $150,000 is expected to begin operating by the fall.

Caroline Pestieau, one of the committee that wrote the original brief, said that the Council will follow three broad policies: co-ordination of information concerning women; fighting discrimination; and acting at the planning level of government. "The council will not act just as ombudsman . . . but will also make sure the woman's point of view is shown at the level where government priorities are drawn," she said.

In Ottawa, Orders in Council were passed on May 29, amending the Fair Wages and Hours of Labour Regulations and the Fair Wages Policy Order to prohibit discrimination on the ground of age, sex, and marital status. **The National Council of Women,** a strong advocate of a federal Council of Women, **has elected Mrs. G. B. Armstrong as President,** succeeding Mrs. John Hnatyshyn of Saskatchewan, who was recently named to the Advisory Council on the Status of Women.

■ **The Government of Saskatchewan has announced the establishment of a Liaison Program between the Federation of Saskatchewan Indians and the provincial government.** These duties are being assigned to Joan Halco, the Special Assistant to the Minister in charge of the Human Resources Development Agency, and are added to her previous responsibility for liaison between Metis and non-status Indians and the provincial Government. "The purpose of such liaison will be to involve all Indians and Metis in the decisions that are made by government affecting community and social-economic developments," G. R. Bowerman, Agency Minister said in making the announcement.

■ **Six secretaries in two Windsor, Ontario, law firms have become the first unionized law firm employees in Canada to be granted collective bargaining rights.** The Ontario Labour Relations Board certified the Office and Professional Employees' International Union as bargaining agent for the secretaries, employed by the firms MacMillan and MacMillan, and Paul L. Mullins. Union representative Wilfred Peel commented, "These are the first law firms to be certified in Canada and—according to my information—in North America."

■ **The Council of Canadian Unions has changed its name to become the Confederation of Canadian Unions.** The name change, made at the fifth annual convention of the CCU in Winnipeg, was coupled with the adoption in principle of a national organizing campaign. Impetus for the campaign came after delegates criticized the CCU for not meeting the demand for independent Canadian unions.

Delegates endorsed the con of public ownership of natura sources and construction deep-sea seaport on the St. rence River to free imported c oil of foreign control. Extensio the trans-Canada pipeline to ply all parts of the country also urged.

Manitoba Minister of Labour Paulley, speaking to the con tion, urged the CCU to con trate on organizing the unc nized workers, adding: "If yo nothing else, you will assist u our desire in the Departmen Labour."

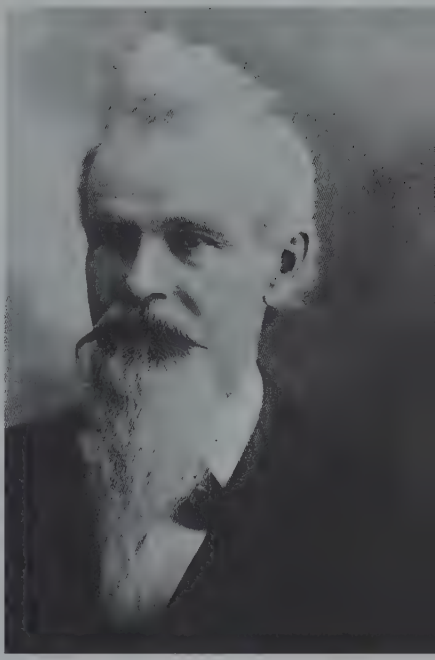
■ **A new monthly newspap** now being published to serve nadian members of the Inte tional Association of Machi and Aerospace Workers. The **nadian Machinist,** a bilingual loid-style publication, replace the 50,000 Canadian membe the Machinists' union the we **Machinist** of the million-mem international union.

The formation of the Canadian Labour Union, a precursor of the present Canadian Labour Congress, took place 100 years ago this month.

July 1872, the printers of Toronto went on strike for a nine-hour day. Their action led to the enactment of Canada's first labour legislation and to the formation a year later of Canada's first overall labour union body. The strike had begun when 24 of those who had peaceably gone out were arrested and jailed on a charge of criminal conspiracy. These men were not to suffer the harsh measures brought against the 'Tolpuddle Martyrs," for they were soon released and bound over to appear at the next assizes. In the interval, a law was hurriedly passed by Parliament freeing trade unions from liability under the common law on conspiracy in restraint of trade.

The act was followed by a wave of trade union activity and organization in a time of unprecedented industrial prosperity, and, on September 23, 1873, **Canadian unions were brought together for the first time at a convention called by the Toronto Trades Assembly.** It was found that 31 unions had responded to the call, 14 being from Toronto, 5 from Ottawa and 4 from Hamilton; 11 others wrote to declare their sympathy. The result was the formation of "The Canadian Labour Union."

The aims of the labour leaders of the day included a nine-hour day with a Saturday half-holiday, the settlement of disputes by arbitration, the imposition of restrictions on imported cheap labour. The **representation of labour in Parliament was another change advocated by the convention** (a year later, a labour candidate was elected for Ottawa in the provincial legislature) and a vigorous policy of organization on craft lines, or into "amalgamation" unions where crafts unions were not feasible, was outlined.



Daniel J. O'Donoghue, one of the organizers of the Canadian Labour Union

INTERNATIONAL ROUNDUP

■ **Worker participation in management** is expected to be one of the items **the British Government will offer to the unions in the coming round of negotiations over Stage III of the Government's prices and incomes policy.** Prime Minister Edward Heath hopes to reach agreement on Stage III by the end of October, though serious negotiations will not begin till after the Trades Union Congress in September. There are many loose ends, however, over what worker participation actually means and how far it should supplement or supersede collective bargaining.

Many British industrialists oppose the idea of second-tier boards on the grounds that militant worker directors might use their access rights to spread more militancy or to manipulate every boardroom discussion into an extension of collective bargaining. Others say that a moderate would merely be dubbed a bosses' man. The unions, for their part, are ambivalent, but they insist, as a matter of principle, that all worker directors should be trade unionists and that they should make up half the second board. The Confederation of British Industry is likely to opt for works councils backed by legislation. There would be penalties for companies that did not agree to have a council, and some sort of arbitration to settle disputes concerning what information should be made available and what was to remain confidential. "This may be the system that Heath favours," commented **The Economist.** "The unions are not sure what to think about councils. Militants fear that a secret ballot might lead to moderate unionists attracting more votes. All union officials fear that non-unionists might do rather too well, which they would.

"A plan to introduce statutory works councils only would not satisfy the European Commission, which is pressing for supervisory boards for all major public companies, either with German-style elected directors or Dutch-style approved representatives," **The Economist** continued. "The French and Italian governments are unenthusiastic about this, and hope that Heath will be too. If he is, the issue is unlikely to be resolved for a long, long time."

■ **Employer discontent is bu**
ing up in Denmark and expres
itself in an exodus of Danish
ital; this is the result of the
ernment's policy of econo
democracy—a proposal for se
up a labour-controlled fund
nanced by compulsory empl
contributions and using
money to buy up to 50 per ce
share capital. Foreign investors
shying away, and a numbe
large firms are beginning to m
some or all of their operat
abroad. Meanwhile, the Da
Parliament has approved the
of workers to appoint two re
sentatives to the boards of
companies with 50 or more
ployees. The new law will take
fect on January 1, 1974.

■ In France, **Prime Mini**
Pierre Messmer has promised
speed up the introduction
worker participation in the co
try's factories, but it appears
one group of workers has stol
march on the Government. A
being told that their company
bankrupt and faced closure, 1
workers at the Lip watch factor
Besançon took over the firm's
duction themselves, shutting
the management. Within a w
they had received the full sup
of the French labour movem
Other factories throughout Fra
are threatening to take similar
tion.

ring can be a costly affair in cie. This is what a Brussels-e firm of management con-tants found out in an eight-rn, four-country study of em-ment laws relating to the hir-nd firing of executives. The d, commissioned by Manage-n Counsellors International, scarried out in Belgium, ne, Germany and Italy by a nof American- and European-ied lawyers and personnel cialists. They discovered that nations concerned provide nent protection for executives care fired. Also, employment facts protecting executives ist being fired are increasingly non in the area.

, normally requires up to two notice plus substantial cash ents. For example, individual als equal to two years' total ave been made to foreigners rminated in Belgium. Local s tend to treat foreign resi-as locals and give credit for ears of service an employee has had with the company, worldwide. But costly firing isn't limited to Belgium. A U.S. company recently fired three men at its Italian subsidiary—an American, an Italian and a Frenchman. Each had been with the subsidiary for less than three years, but under Italian law, each was given severance credit for all service with the parent company anywhere in the world. Each man had, in fact, served the parent concern elsewhere. The settlement ordered by Italian authorities gave each man seven months' pay because he had received inadequate notice of termination, plus one month's pay for each year of employment anywhere in the world with the parent company, up to a maximum of 10 years' pay, plus six weeks' pay for each year of service over 10 years.

■ **The contention that most accidents on the job are caused by worker carelessness has been challenged.** In **Bitter Wages,** the report of Ralph Nader's Study Group on Disease and Injury on the Job, reference is made to two studies on industrial accidents. One study, conducted in 1910, showed that although 90 per cent of accidents resulted from some form of human failure, 88 per cent of these could have been prevented by proper management supervision. A 1967 study of industrial injuries in Pennsylvania

concluded that about 26 per cent of accidents in that state were caused by worker carelessness.

The report also attacks the statistics compiled by the Wisconsin Department of Industry, Labor, and Human Relations. Commissioned by the U.S. Department of Labor, the Wisconsin group sent out forms to be completed solely by employers and asking only whether the employee was intoxicated, failed to use a safety device, or did not obey rules. Nader's group claims that such a form allows employers to foster the belief that industrial accidents are caused by careless employees rather than hazardous conditions.

F. A. Acland

50 YEARS AGO

■ The 1923 September issue of **The Labour Gazette** reported that F. A. Acland, Deputy Minister of Labour since 1908, was relieved of the duties of that office in order that he might be free to apply himself to the duties of King's Printer, an office that he had held since June 15, 1921. Acland had had the longest term of Canada's Deputy Minister of Labour. Following are some of his reminiscences of personalities and events during his years of office—sometimes referred to as the pioneer years of the Department of Labour.

"My connection with the Department of Labour began on March 1, 1907, when I assumed the duties of Secretary of the Department. Mackenzie King, who had been

Deputy Minister since the inc
tion of the department in 19
when it consisted of little beyo
The Labour Gazette, a mont
magazine with an extensive co
of correspondents represent
every city or extensive commun
in the Dominion, was expected
vacate the position shortly and
ter public life. I was to succe
him as Deputy Minister; that w
the unwritten understanding a
it was carried out in due cours
(Acland recalls declining a 19
invitation to join the departmen
"My life had been spent in new
paper work in which I had p
haps earned some reputation
was at the time living in Winnip
for **The Globe** and writing of t
vast developments under way
Western Canada. Moreover, I w
45 and it seemed a little late in
to make so radical a change.

"In the fall of 1906 a strike o
curred in the coal mines at Le
bridge, Alberta. These min
largely supplied all southern S
katchewan and the strike caus
an extensive shortage in that
gion. There was much public
citement. Mackenzie King wi
me at Winnipeg asking if I wou
go with him to Lethbridge to ass
in the negotiation of a settleme
I knew something of the situati
and was acquainted with the p
ties concerned. I agreed, a
when a settlement had be
negotiated King renewed h
request that I would join him
Ottawa, and I agreed to come
the first of March, 1907.

"Sir William Mulock (Canad
first federal Minister of Labo
had, by this time, moved on to t
high judicial side of his notab
career and the office of Postmas
General was in the hands of t
Hon. Rodolphe Lemieux, the D
partment of Labour, howeve
continuing with the Postmas
General. Mackenzie King w
compelled to be much away fro
Ottawa at this time and I car
frequently into contact with L
mieux and found him a delight
gentleman to work with.

as just at this time (1907) that e Industrial Disputes Investi- on Act, 1907, was being ted; King was of course the author of the measure, but the lation was so much before the se of Commons for details was handled always so tact- by the Minister that it came e described by the press and public as the 'Lemieux Act' have always thought that Le- ux found some pardonable e in having his name thus ularly associated with this im- ant statute.

ess my memory is at fault, the Conciliation Board estab- d was concerned with a strike ngshoremen at Montreal a weeks after I became con- ed with the Department. King away from Ottawa at the time the Minister asked that I ld personally look into the sit- on and see if the dispute d not be referred to a Board of ciliation under the new stat-

t sounded a simple proposi- It meant one crowded meet- after another of excited work- , and several gatherings of owners, though here there less evidence of excitement. he employee gatherings, the ch-speaking were in the great rity, and in endeavouring to ain the new statute I ventured French, though I had never iously attempted to address audience in French. The au- ce was kind and gave me a cheer and, to put the matter ly, after two or three some- t noisy gatherings the men ed to resume work and have dispute go to a Board of Con- tion; the employers had al- y agreed to this course.

"Among the important officers functioning in the Department when my connection with it began was R. H. Coats, at the time editing **The Labour Gazette,** and destined, in later years, to acquire fame as Dominion Statistician. He and I had been Toronto confreres on **The Globe,** probably about the same time that Mackenzie King had sought a brief experience in journalism, trying it out both with **The Globe** and with **The Mail,** though it was, of course, with The Globe only that he fell for a few months under my limited jurisdiction as city editor.

"Mackenzie King received a nomination to Parliament, the constituency being that of North Waterloo, which embraced his native town of Berlin, long since known as Kitchener. He retired from the Civil Service and I succeeded him as Deputy Minister of Labour; however, destiny had decreed a period of rough waters for Mackenzie King. Sir Wilfrid Laurier's brilliant Cabinet of 1911 was heavily defeated at the polls and King was out of Parliament for some years.

"The Hon. T. Crothers, who became Minister of Labour under Sir Robert Borden's premiership, made no important change in policy, and work in its various branches was continued much along the lines which had been laid down.

"The first Great War, however, was looming in the distance and, like a sharp east wind, cut at new government activities ... most of us had sons or daughters or brothers or sisters at the Front or near it, and it was an aid to them to carry on at any useful work at home.

"Two Ministers in turn who had been active trade union leaders succeeded each other in office, during the years that followed, Senator Gideon Robertson and James Murdock. It was, I think, under the regime of the Hon. Senator Robertson that I carried on for a while as Deputy Minister of Labour and also as King's Printer, keeping my office in the Department of Labour. No particular difficulty was found in carrying on in this way, save that it was obviously impossible always to give quite requisite attention at all points. When a little later on, Murdock replaced Senator Robertson as Minister, the Minister preferred that the Labour Department and the Printing Bureau should not be tied and the Government decreed that the Printing Bureau should revert to the Secretary of State. In the re-arrangement, I continued as King's Printer and was succeeded as Deputy Minister of Labour by H. H. Ward in 1923.

"I may say that during my 26 years of service with the Government, 17 with the Department of Labour and nine with the Department of State, I served under 16 different Ministers."

PHENOMENON OF THE DECADE: THE PSAC—NOW CANADA'S LARGEST WHITE-COLLAR UNION

BY JACK WILLIAMS

The Public Service Alliance of Canada qualifies, on several counts, as one of the phenomena of the labour movement in Canada during the past decade. In the seven years of its existence, the PSAC has won recognition as a major union. It represents the largest number of white-collar workers of any union in Canada and it has established itself solidly beside the other organizations that comprise the labour movement in this country. In the area of collective bargaining, it has gone from nothing to the completion of complex agreements covering a majority of federal employees.

Claude Edwards has been President of the Alliance since its formation. A former school teacher and later a federal government employee, he is, both in appearance and manner, a far cry from the rather distorted image many have of a union leader. He looks like a conservative business executive, and the briefcase tucked under his arm seems almost to be part of his anatomy. His conversation carries an air of quiet but confident efficiency; he seldom raises his voice. But, executive-type though he is, Edwards holds and freely expresses strong opinions about union matters. He is rated by many as one of the more forward-looking union leaders in the country.

His education was directed toward teaching. Born in Toronto, he attended the Toronto Normal School, Queen's University at Kingston and the University of Toronto; and he taught in Toronto and in Northern Ontario. Then came World War II and he left the classroom to serve with the Royal Canadian Air Force in Britain and on the Continent. After the war he joined the federal public service with the Department of Veterans Affairs, and it was then that he became active in the Civil Service Federation, holding several offices and being elected president in 1962.

That put him in line for the presidency of the Public Service Alliance of Canada when it was formed in 1965 as the result of a merger involving the Federation and the Civil Service Association of Canada. Like most mergers, it did not come easily. The Federation was an 80,000-member organization with a 60-year history. It was vertically structured with a number of department groups as affiliates, each of which retained its autonomy. The Association, which had 30,000 members, was, on the other hand, built on the One Big Union idea with the power at the top and flowing from there down to the locals. This meant that a merger involved not only melding two organizations, but two very different systems of structure and operation. Many meetings were held and Edwards, because of his key position, played an important role.

Circumstances were on the side the merger advocates. In 1963 t Liberal Government, in a mino position, promised to introd collective bargaining for the f eral service, something the e ployees had long sought a which had been urged by the bour movement. The ties betwe federal employees and the uni movement were tightened in A gust 1965 when the Civil Serv Federation voted to affiliate w the Canadian Labour Congress. that time collective bargaining the federal service was on the h izon.

In 1963, the Government a pointed an investigative co mittee under the chairmanship Arnold Heeney, who himself h a distinguished record in the f eral service. The committee's port, recommending bargain rights, was brought down just b fore the country experienced first major postal strike. The ado tion of bargaining became a fo gone conclusion, and this was major factor in the completion the merger and **the birth of t PSAC in November 1966. Fo months later, legislation w adopted and for the first time fe eral government employees h the right to bargain collectively.**

The employees of each depa ment constitute what the Allian terms a "component." The liance is the central organizati the body, as Edwards describes and the components are the ar and legs.

ade Edwards

eneral terms, **the components responsible for looking after interests of their members at r actual workplace, and the Al-ce itself is responsible for bar-ining and for dealing with prob-s that may flow upward use of their broad implica-s.** The PSAC's constitution vides that a component must e not fewer than 1,500 mem-, though there is an increas-y strong opinion that this nber is too small. Altogether e are 17 components, the larg-being that of National De-e, with 25,000 members.

aining is conducted nationally on an occupational basis. Ev-component whose members involved is entitled to repre-sentation on a bargaining committee, which formulates policy and appoints a negotiating team of five or seven to engage in the actual negotiations.

Because this structure did not exist before 1966, the people involved, on the government (or employer) side as well as in the Alliance, had practically no experience in collective bargaining. "We started from scratch," Edwards explained, "it was an experience quite novel to both sides. We had talked about wages and we had made presentations, and had been doing some of the things that many unions do in obtaining research and so on; but actually bargaining and arguing it out across the table, and possibly working through to an impasse and a mediation situation; well, that was something different.

"I think the pressures that are sometimes generated in the initial stages of bargaining were not fully understood by both sides. We had to start from nothing to write an agreement with perhaps 150 or 160 different clauses and that was a tremendous responsibility for both parties. In the general trades agreement, for example, we had to provide for 18 subgroups of trades in 36 different pay zones. And when these people came into collective bargaining they all had to be reclassified from 1,500 or 1,600 job titles and names into 72 occupational groups. There was a tremendous job of reclassification to fit people in, establish the salary, negotiate new salary levels, fringe benefits and so on."

At that time there were some 115,000 to 120,000 people involved; **now the PSAC bargains for 140,000 of the 200,000 federal employees who come within the scope of the bargaining legislation.** The blue-collar-type jobs include practically every trade; and there are two professional groups, teachers and accountants. (Most other professionals are represented by the Professional Institute of the Public Service of Canada. Postal employees also are in organizations outside the PSAC).

The largest part of the Alliance membership is support staff—clerks, stenographers, telephone operators, data processors, junior administrators, office equipment operators and such classifications. When the Alliance goes in to bargain for clerks it is speaking for a group of 35,000. About 70 per cent of the membership is in what are generally regarded as white-collar occupations, and Edwards naturally has a keen interest and some views on the matter of white-collar union relationships. He is also vice-chairman of the White-Collar Committee of the Canadian Labour Congress.

"There has been and there still is **a fundamental difference in outlook between white-collar workers and blue-collar workers,"** he says. "White-collar workers tend to not be as militant in their demands, and they tend to identify more with management, or at least prospective management. The old Horatio Alger myth is not yet dead; many still expect to arrive at the top. The blue-collar worker doesn't think of his future in those terms, and to that extent there is a difference in attitude.

"But now I think this is changing. **The white-collar worker is finding that he has fallen by the wayside because he has not been more demanding,** and he is beginning to see that those who are getting results are those who are organized and who have someone to speak collectively for them.

"I think more and more we are going to find white-collar workers becoming organized and becoming more demanding; and I don't mean demanding in an unreasonable way, but demanding in regard to the protection of their interests.

"This is even true of middle-management, and they are the really forgotten group. It is important to these people that they have some form of recognition and the ability to act collectively. **The biggest group in the public service in which there is resentment is that of the people in the personnel community, because they cannot be represented in the collective bargaining situation.** They are at the tail of everything.

"But generally I don't think the differences in outlook, attitude and identification are nearly as marked as they were 15 or 20 years ago. There have been changes in our culture. The level of education of the whole work force has gone up. People who share higher levels of education, though they may be in different lines of work, tend to share interests in extra-curricular activities. There is a very great blurring in what used to be a traditional break in the relationship between white- and blue-collar workers."

In its bargaining relationship w
the federal Government, as
employer, the Alliance is c
fronted with the differences t
exist in bargaining in the pub
and the private sectors. Edwa
feels that some of these diff
ences are quite fundamen
"There is a different set of motiv
if you like, as far as the part
pants are concerned. **The Gove
ment is largely in a monopoly
sition;** it doesn't have to wo
about losing markets, but it d
have to worry about the provis
of service in some circumstanc
It's not like General Motors, ho
ever, or another company t
knows that if it has a strike it n
lose a lot of its business to Ford
someone else. Moreover, y
haven't got that old factor of
balance sheet; that is, if you s
ply something and it isn't be
produced then the profits
down, and the shareholders co
plain and everyone starts zero
in. We don't have that at the b
gaining table with the Gove
ment.

"The option of continuing wit
strike puts a lot of power in
hands of the Government as

ployer; but of course this is mized by the fact that public sure tends to be on the Gov- ent to get a settlement. The c usually doesn't get too up- the Ford Motor Co. has a . But if the air traffic control- go on strike and the planes fly, there is a real problem you get these tremendous ures from public opinion, may favour the strikers ini- because the Government is d on as big and all-powerful; ou have to gauge that bal- of public opinion very care- because you can lose it; and u lose public opinion then are in the position of just iating with the people who the law. This means that you xpect the law to be changed mpliance with public opin- and you can wind up with repressive laws than you d with. You can lose both "

has been what seems to be er-ending argument as to the ve values of binding arbi- n or conciliation followed by ght to strike. **The record indi- that a majority of Alliance bers have favoured arbi- n,** and Edwards says reports there has been a marked from this position to conci- n and the right to strike have somewhat exaggerated.

"There has been some change," he explains, "but not a great change. We have had people swing back and forth. They have had a bad arbitration decision and they think next time round they would prefer to go for conciliation and the right to strike. Then they get into a conciliation situation that becomes a little dicey and they are prepared to go back to arbitration. I have always recommended to our people that though they may seek arbitration, they should not give up the right to change to conciliation and possibly a strike—sometimes they may want it. One of the things that tends to improve the level of arbitration decisions is the knowledge that in the background there is that choice."

The views of the PSAC President on strikes in so-called essential services are clear-cut: **"I think we have to be prepared to accept some measure of control in essential services on the basis of safety and security; but not on the basis of public convenience.** I have no hesitation in rejecting the idea that just because the public is inconvenienced you should rule out the matter of a strike. The strike is meant to cause inconvenience, that is the whole purpose. But if it is a case of the security of the

country or the safety of individuals, then that has to have pre-eminence over the use of strike power. Public opinion will demand this. Otherwise you are not only going to have injunctions, you are going to have ad hoc legislation and eventually removal of the right to strike, and then you are back where you were but with less power than you ever had."

Edwards feels strongly that there should be greater effort, on the part of labour as well as others, in seeking improved methods of dealing with disputes. He freely recognizes the special problems of protecting the interests of workers who, because of the essentiality of their occupations, are deprived of the freedom enjoyed by others to take strike action.

"I don't know what the answers are; but we've got to work much harder at preventive mediation and in looking for other solutions," he says. **"Arbitration as a means of trying to deal with the problems of, say, hospital workers is not good enough. You are taking the 'have-nots' and you're comparing them with the 'have-nots' somewhere else;** and consequently you get no improvement. We've got to work harder to try to find some answers, and there has got to be a difference in the outlook of governments. In some instances you have boards and commissions tied down by fixed budgets. These budgets are usually related to the services provided by ordinary wage earners; but the people who charge a fee for their service have what seems to be unlimited access to the public purse for any amount they want to charge. This is a socially undesirable situation and I don't blame the hospital workers for threatening all kinds of things."

Edward's desire for a more active search for better bargaining methods extends beyond what are generally regarded as essential services: **"I think there is a feeling, and it is not confined just to the white-collar group, that we should be seeking alternatives to the strike.** I don't think we have found any yet; but we should be more active in looking. Sometimes we tend to become victims of our own environment and experience, and **some people try to relate everything to what happened 15 or 20 years ago.** We have got to be prepared to experiment, not only for the public good, but for the good of our unions. I get extremely worried about the public image of unions' always going on strike, always creating problems, always defying the law. We know that isn't true; but the fact that so many people believe it's true creates an atmosphere that leads to more repressive measures. I think we should be actively seeking new methods, even on a controlled experimentation basis in selected areas. At least let's try something; let's not be hidebound."

The Public Service Alliance is already experimenting on its own with flexible working hours. Edwards is careful to point out that fewer hours of work per week remains a high priority objective, but he is ready to consider variations in what have become accepted as standard hours. **"We talk about making work more interesting and giving the employee a greater sense of fulfilment,"** he explains. **"There are jobs that are designed to allow for some adjustment and we should be prepared to experiment in this area.** In our organization we are doing it with flexible hours, which may do great deal to accommodate different needs of individu There are certain core hours wh everyone must be on the job; b apart from that period, some m prefer to start work earlier wh others may prefer to work la Some people, because of th family responsibilities or ot reasons, may like a long lun break. **Different people have d ferent needs and interests.** I th employees are likely to get mu more enjoyment from their wor we can provide this sort of flexib ity. We are going to be cautio but we are ready to experiment."

Outside the area of collective b gaining Edwards sees a need broadening labour's horizo both with regard to public serv organizations and unions ger ally. He has views on politi matters, a sometimes touchy su ject for government employees think there is a need for pub employee organizations to come more politically aware, a their members should be m politically conscious and ready support a political party that gi some backing to their ideas, wi out necessarily becoming af iated to any particular party. **W have never favoured identificati of our organization with a pa and that remains our policy; bu think our membership must much more politically aware a vocal** as far as political decisio are concerned.

"I don't think all the good issu are the property of any one pa and I think organizations such

...ui should be ready to accept the ...od issues and reject the bad ..., regardless of where they ...re from. By focusing attention ...particular issues, it is possible ...rise their priority status."

...ards' views on the future of ...abour movement as a whole ...ummarized in these words: **"I ...labour's role is changing, ...we have to exhibit more lead-...rship in the field of social issues.**

I think we have to be much more concerned about, and more active in relation to the unorganized people in the community who now have to shift for themselves. There are very few people looking after their interests. We are going to have to be much more community-minded, and we are going to have to show a greater interest." And what about those who are saying that unions have outlived their usefulness? "That's nonsense. There is still a tremendous need for unions. We need them as much as we ever did; but maybe for a whole lot of different reasons. There is a great need to protect the economic interests of working people, because under our system there is no one else to protect those interests."

(Jack Williams was born in Bradford, England, in 1907. At the age of four he came to Canada with his parents and settled in the St. Catharines, Ontario, region where he attended public and high schools. He worked for thirteen years with the **St. Catharines Standard,** then joined the staff of Canadian Press in 1941 as labour specialist in the Ottawa Parliamentary Press Gallery. In 1946, Williams became Public Relations Director for the Canadian Congress of Labour, remaining in that post until its merger in 1956 with the Trades and Labour Congress to form the Canadian Labour Congress. He then became Public Relations Director of the CLC and, from 1970 until his retirement in 1972, was editor of the CLC magazine **Canadian Labour.** The opinions expressed in this article, which is the third in a series on Canada's top labour leaders, are those of the author, and do not necessarily reflect the views or policies of either the Canada Department of Labour or the Canadian Labour Congress.)

THE SPIRALLING COST OF PENSIONS: AN EXECUTIVE VIEW

"The cost explosion of pensions to companies is going to be enormous," according to an article in the June number of **Executive,** a Southam Business Publication. This explains why many companies enlist the services of outside financial experts and entrust their pension operations to more senior executives. Canadian National Railways and Canadian Pacific, for example, strengthened their pension administration last spring before entering contract talks with eight unions representing 55,000 non-operating employees. "Aside from the usual complaints about wages, the unions are particularly upset by the way the railways administered the $1.2 billion in their pension funds," the magazine claims.

Executive points out that for most companies, **management's share of the bill is going up faster than employees' earnings.** Studies by the Thorne group of consultants and accountants reveal that in 1961, average company spending on pensions and related welfare programs was 6.5 per cent of payroll; by 1971, the proportion was 9.2 per cent.

Pensions today are based on some form of a final averaging plan. Many companies calculate the pension base by averaging an employee's best five years' wages in the final 10 years of service, the magazine explains. So many percentage points of this base are granted for every year of service. These calculations are becoming increasingly expensive, however. "In 1965, for example, only 50 per cent of all private pension plans in Canada granted 2 per cent pension units for each year of service; by 1970, the latest year for which national statistics are available, about 65 per cent of all companies were granted 2 per cent units, the maximum fully deductible for tax purposes under federal law. With unions increasingly concerned about the impact of inflation on their retired members dependent on fixed incomes, this trend is likely to continue.

"Moreover, as inflation digs into the North American economy, the final average wages used as the pension base may escalate more rapidly than in recent years," the article continues. "Under law, companies are responsible for setting aside each year sufficient funds to finance the pension liabilities they will face when their current workers retire. The contributions will be based on assumptions about how much an employee's wages will increase by the time he retires and how much the value of the assets held for him will appreciate. Rapidly rising wages can only put pressure on companies to raise their contributions now or to get better investment performance from their pensin funds.

"Inflation also hits in another w
Many companies periodically
view the pensions now paid to
tired workers. When they are a
they increase the benefits paid
offset inflation. Pressures
building up, however, to build
automatic escalation provisi
that would automatically incre
pensions in step with the cost
living. Few companies now
this, but since 1971, federal pu
service employees have enjo
benefit escalators. A year later
the June 1972 budget, the Gove
ment also escalated the basic
age pension."

It is likely that the Governme
example will encourage many
ployees to ask their employers
do the same thing. But an auto
tic escalation of pension bene
by 2 per cent a year could add
per cent to the cost of a pens
over an employee's lifetime, s
Executive. "What's more, since
employer would have to add m
to pension reserves previously
aside for past service, the ann
increase in costs could well be
per cent. And, unless emplo
contributions are also increased
contributory plans, the compar
costs could rise as much as 50
cent.

le strain of keeping abreast of sion responsibilities is already hing the profit margins of y companies, far more than re of their executives realize," magazine observes. "In 1962, example, pension contribu- cost Westinghouse Canada ,000. By 1972, the tab had bed to $3,975,000—an increase 36 per cent in the 10 year pe- The increase seems even e astronomical when com- d with the company's 88 per increase in sales in the same od and a 58 per cent increase s assets. Profits in 1972 were $4.2 million."

re are three ways a company ensure there is adequate ey in the fund to cover its jected pension liability: ugh the employee's contribu- through the company's con- ution, or through an increase ne value of the assets in the d. The company wins if the e of the assets in the fund vs faster than projected pen- liabilities. In such a case the pany may use the excess to ce its contributions or im- e benefits where necessary. In er case, superior investment ormance saves the company ey.

company's contribution to its d can be reduced as much as o 25 per cent annually if the age yield on its pension as- —that is capital gains and in- e—can be raised by just one entage point annually. In- singly, more emphasis is being upon equities and big capital s. Ten years ago, most funds only about one third of their ts in stocks; today, the debt- ity balance is about even." But **performance game can be gerous, Executive** warns. "Can- s pension plans have com- d assets worth about $14 bil- . A steady shift into equities can only drive up the price of stocks, some to over-inflated levels that are bound to plunge. On even a more basic point, not every performance oriented pension manager can reap superior performance once the field becomes crowded. There are also accounting-cum-actuarial tricks that can produce almost instantaneous improvements in corporate cash flow. But the changes blowing through the pension field are much deeper than investment management and the solutions, if there are any, will be much more complex."

The pension crisis facing most companies goes much deeper than the investment challenge because it is forcing managers to define their personnel policies more precisely than ever before, the article explains. "Vesting rights are typical of the problems that cut across many lines and challenge many assumptions. Under the prevailing law in Ontario and most other provinces, employees must be given a fully vested share in their pension when they have completed ten years of service and are more than 45 years old. Once fully vested, both the employee's and the employer's contributions are held in the employee's name until he or she retires. If the employee quits before he is fully vested, he forfeits his employer's contribution. All, he gets back is his own money, plus interest, usually about 3 per cent.

"This concept may have worked well 20 years ago when life-long employees were the rule for most companies," **Executive** comments. "But in today's increasingly mobile society, the average worker expects to change jobs several times. Challenging this approach, the Ontario Pension Commission has asked for comment on a proposal to cut the vesting formula to five years of service and 40 years of age. Earlier vesting rights would be expensive since more company money would be locked in. But there is no obvious corporate response." Unions seem to favour early vesting, but many white-collar employees resent having their own money locked up so early and unavailable for their own personal use until they retire.

This dilemma raises important questions: Is a company responsible only to those employees who remain with it long enough to retire or does it have a broader responsibility to help all employees provide for their old age? Are pension contributions nothing more than a form of deferred income that cannot be taken away? **"These pressures may force some companies to consider non-contributory pension schemes** in which the employee contributes nothing," the magazine concludes. "Such plans would provide all employees with a basic layer of uniform benefits, leaving them free to allocate their own money as they please. Instead of making a voluntary contribution to the company plan the employee interested in mobility could invest in a registered retirement savings plan that would stay with him regardless of where he works."

G.S.

THE VALUE OF EDUCATION FOR STABLE INDUSTRIAL RELATIONS

BY HEM C. JAIN

It appears that unions and their leaders, particularly those at the middle and lower echelons of the union hierarchy, are ambivalent toward labour education. I taught for two years **at the Labour College of Canada,** which is sponsored by the Canadian Labour Congress, McGill University, and the University of Montreal. In the 1969 annual report of the College, the principal pointed out that **"year after year, the number and union status of applicants is diminishing."** This may be owing partly to the fact that the program offered is too academic and broad, and partly because some union leaders fear that, if they send other members of their union to the College, these members, upon graduation, might pose a threat to their leadership, and eventually replace them.

To put the role of education as a contributor to stable industrial relations in its proper perspective, one ought to ask a few questions. Do we need stable industrial relations? Is industrial peace in the interest of all parties? Will the government become the new power figure if labour and management do not accept their responsibility for regulation of their own affairs. The answer to all three of these questions is "Yes."

In New Brunswick, the educational program fo bour functionaries appears to be limited to o sional workshops, seminars, or tool courses. **cannot help but assume that either members an cal labour leaders are not sufficiently conversan they are not convinced of the necessity of labou ucation.** Labour education includes such elem as: (1) grievance handling; (2) effective comm cation within the hierarchy of labour unions, and tween labour and management; and (3) develo competence among bargaining agents.

In my opinion, **the labour movement in New Br wick needs workshops, courses and program which special emphasis is placed on the pres need for improving the communication skills o** bour representatives, so that these representa may increase their effectiveness in internal la union administration, deal more competently management and treasury department officials a bargaining table, and conduct productive public tions.

Vat can the unions do? To begin with, union
ders at various union meetings could educate
mbers about the necessity and importance of ed-
ction, and inform them how educational opportu-
ies would further the goals of both individual
mbers and the union movement. Each local union
r council of unions in a trade, industry or profession
ld conduct a survey of the education needs of its
mbers with the assistance of the local director of
dcation, or of the CLC, or of a qualified outsider.
Courses in subject areas such as stewardship training,
rivance procedure, arbitration, and contract nego-
ions could be held at technical institutes, high
ools, and universities.

an example of how such courses can be orga-
ed, let me illustrate from our experience at the
iversity of New Brunswick at Saint John. In De-
mber 1972, the Saint John Building Trades Council
proached the University of New Brunswick in Saint
n to design a course for shop stewards. After an
ial meeting with leaders from five unions in the
ding Trades Council, a program planning confer-
e was held. It was attended by four shop stewards
m each of the five unions interested in taking the
rse. It was a productive meeting, because most of
ideas for the program and speakers came from
stewards. My experience tells me that, **unless**
ple can identify their problems and concerns,
are eager to learn and improve their knowledge
skills, the success of any educational effort is in
ubt.

de union leaders must co-operate with employ-
. government and universities, and, in some in-
nces, they must take the initiative in planning ed-
ational seminars and institutes designed to
quaint union, management and government repre-
tatives with the major social issues of our times.
ions must enthusiastically provide financial sup-
rt for such activities.

at role can government play? In keeping with past
ditions and practices, **government's role lies pri-**
rily in the regulatory and conciliatory domain.
e Government of New Brunswick must be congrat-
ted for enacting progressive legislation, such as
new Industrial Relations Act, and the Lorneville
jects Authority Legislation. This new legislation
ognizes the rights and obligations of both union
d management. Many laymen and labour repre-
tatives, however, find it difficult to fully under-
nd the legal implications of both statutes. One as-
e, highly respected observer of the labour scene in
province of New Brunswick put it this way: "Both
tutes are bonanzas for lawyers, for as I understand
t rarely happens that either labour or management
pear before the labour-relations board in even the
plest cases without a solicitor. **Labour legislation should be more an enunciation of broad principles than rigid formulas,** for when a real crunch develops, both labour and management, being merely human, will lean on a legal crutch rather than face up to their problems." I believe it is highly desirable to keep new legislation to a minimum, leaving the parties, to the greatest extent possible, to work out their own problems by mutual agreement.

As far as conciliation and arbitration of industrial disputes are concerned, most governments in Canada have relied almost exclusively on the services of judges and lawyers. Prof. H. W. Arthurs of Osgoode Hall Law School evaluates the role of lawyers in industrial relations in the following words: "It is true that many lawyers have contributed to the exacerbation of labour-management tensions by violent partisanship; their capacity for mischief is part of the folklore of labour relations. Because lawyers are skilled in the use of legal techniques, they frequently win critical battles before boards and courts, and leave behind a residue of resentment. This resentment is directed not only at law, but also at those who administer it—judges, board members, and lawyers."

I believe that the labour movement has suffered to a large degree from the legalistic approach taken by lawyers and judges in arbitration. **It would be in the interests of the union movement to suggest to the provincial Government that it should sponsor educational workshops on the arbitration process, and on the impact of arbitration awards** on labour-management relations. The Government should invite lawyers (who have shown the ability to resolve conflicts by constructing compromises), university professors (who have expertise in labour relations and the behavioural sciences), and enlightened union and management leaders and government conciliation officers to attend such a workshop. By bringing these selected people together for the exchange of ideas and experiences, and by involving them in the actual decision-making process through simulation exercises, the government could ensure an adequate supply of talented and experienced arbitrators. Such conferences could minimize the antagonism between labour and management, and contribute to the improvement of our labour-relations climate.

The educational and training efforts of the Department of Labour appear to be limited to offering tool courses for its staff, occasional conferences, and financial assistance to a few of the management and union personnel attending courses sponsored by organizations outside the province. These efforts are commendable, in that they provide valuable knowledge in industrial relations. But, because most of

these conferences are open to the general public and are formal affairs, they do little to create a better labour-management climate, or to promote understanding between union and management in the province. It is equally doubtful whether such conferences bring about any changes in behaviour among the individuals sitting across the bargaining table.

Furthermore, there is a tendency on the part of labour, management and government officers to become so much involved in day-to-day administrative (fire-fighting) matters that it has become increasingly difficult for them to step back and look at things in perspective.

The Department of Business Administration at the University of New Brunswick in Saint John, the Saint John District Labour Council, and the Saint John Board of Trade have jointly submitted a proposal to the provincial Government to remedy this situation. **The proposal is designed to bring together individuals who assist in or influence the formulation of policy in the field of labour-management relations,** and to expose these individuals to a total-immersion educational experience spread over a week. We hope that, at the end of this educational experience, participants will have become aware that the problems of labour policy are so complex and various that there are no magic formulas for their solution. Trainees will develop their own capacities to analyze such problems, and to work co-operatively with other parties. If this educational experience can prevent even one strike, or reduce the number of grievances, then the effort is worth every cent that the Government and interested parties may invest in it.

H. C. Jain

In the final analysis, stable industrial relations pend upon the parties themselves. Better rela ships can prevail only if union and management learn to trust or at least respect one another, ar deal fairly with each other. It is apparent also both parties can influence public policy by pu pressure on the Government to scrap much of it strictive legislation, particularly if they are abl communicate openly in an atmosphere of mutua spect and tolerance.

(Prof. Jain is Chairman of the Department of Busi Administration at the University of New Brunswi Saint John. Last year, Dr. Jain was a Visiting Prof and Advisor to the Management Improvement gram of the Faculty of Management Sciences a University of Ottawa. During the last 14 years he conducted research and taught courses in Orga tional Behaviour, Labour and Industrial Relations General-Management.

Dr. Jain received his MS and Ph.D. degrees in ness Management from the University of Illinois is a Fulbright Scholar and recipient of many sch ships and research grants from Canada Council other reputable organizations. He is the autho **Canadian Cases in Labour Relations and Colle Bargaining,** Longman, Canada, 1973, and is curr working on his second book, **Major Issues in C dian Labour Relations, Public and Private Sector.** opinions expressed in his article do not necess reflect the views or policies of the Canada De ment of Labour.)

EDUCATION IN THE OUTPOSTS: THE WORK OF FRONTIER COLLEGE

JIM MACSWEEN

A railway gang in Manitoba, an Indian fishing settlement in northeastern Saskatchewan, and a farm community near a Nova Scotian mine all shared a unique experience last summer: Frontier College brought adult education and community organization to people there who are normally beyond the range of conventional educational institutions.

In Manitoba, a university student worked for the summer with a travelling labour gang repairing railway track. The men he worked with were recent immigrants or older workers with limited education, all speaking broken English. During the day, the young man worked as an ordinary labourer; but in the evenings he taught the basics of reading, writing and arithmetic to members of the gang who wanted his instruction.

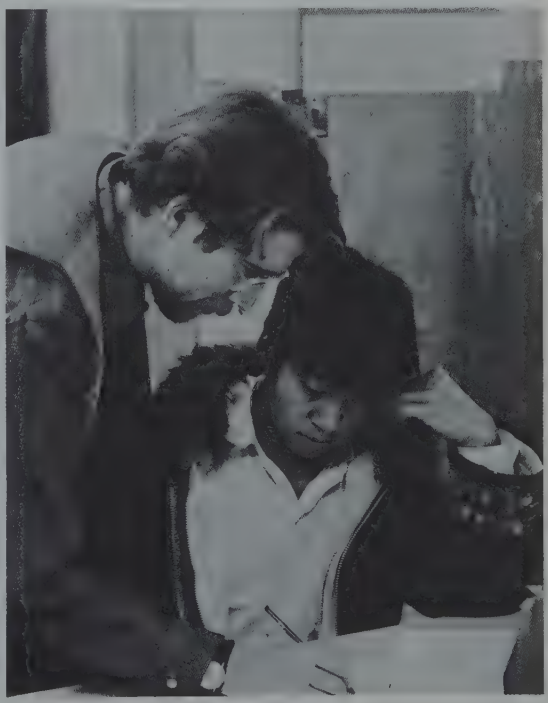
At Kinoosao, an Indian fishing village near Reindeer Lake just on the Saskatchewan side of the Manitoba border, a young married couple ran the community's cooperative store during the day and offered courses at night.

In the farm community of River Hebert, near Springhill, Nova Scotia, a young woman worked for a local miner during the day, then taught night classes to the families of coal miners and farmers in the area.

These three situations are representative of the work that Frontier College has been doing for over 70 years in all the provinces and territories of Canada. Any given summer, about 85 young men and women are to be found living in isolated settlements from Baffin Island to the Queen Charlotte Islands, from Labrador to northern Manitoba. With them goes a teaching kit and their enthusiasm, backed up by the experience that Frontier College has gleaned in so many years of adult education work.

In 1922 the Frontier College Act passed Parliament to make the College a corporation. Previously, the Reading Camp Association had been at work since 1899, laying the groundwork for the later formation of the College.

The traditional College representative has been the labourer-teacher. Placed in a job with the co-operation of an employer, the labourer-teacher works at manual labour during the day, then offers evening courses to the people he or she works with during the day. The courses offered centre mostly on English or French-language reading and writing, as well as basic mathematics; but any subject evoking enough interest will be covered.



As well as the labourer-teacher program, **Frontier College has representatives who are hired out on contract in situations where the labourer-teacher form of employment is inappropriate.** For instance, in the Northwest Territories a camp has been established to train northern residents in the use of heavy machinery. Frontier College originally hoped to place a labourer-teacher in the camp, but no suitable job was available. Instead, the College, by agreement with the Northwest Territories Department of Education, provides adult education by placing a College worker in the camp. He is a full-time teacher; Frontier College is responsible for training, supplying, and supporting him. There was a similar case in an Eskimo settlement near Frobisher Bay a few years ago. When a labourer-teacher position could not be found, Frontier College signed a contract to provide the educational service—a service that continues to this day.

Every worker joining Frontier College pledges to "promote education among Canadian working men and women and immigrants," and this program is extended to include all members of workers' families "above school-leaving age." The above school-leaving age qualification is important because jurisdiction over education is in the hands of the provinces. **Frontier College, in fact, is the only federally chartered institution of education,** and is in existe only because the provinces did not oppose fed management of adult education when the Coll was incorporated.

At its inception, the College had the power to gr degrees, but in the late 1920s the Ontario gove ment objected to this and cut off its annual grant til the College relinquished this right by asking Par ment to repeal Clause 10 of the Frontier College A College workers now refer students to provincial ucational institutions for recognition of learning els.

Before going out to their respective work si labourer-teachers commit themselves to a progr outlining five general areas in which they will c duct their work: structured adult education, citiz ship development, counselling (occupational and cial), community development, and commu recreation. They also pledge to adapt and impr programs and to act as resource persons to the lo community. Week-long orientation courses are h in the College's Toronto headquarters for work before they go out into the field. Regional cou

also offered in Calgary and in Montreal, where ch-language labourer-teachers are briefed.

minary counselling is given to representatives erning their status while in the field. First, they responsible to their employer during working ors, and must perform the work that is assigned to m. Second, they are responsible to any union to h they might belong. Third, and most important, are responsible for the work of Frontier College eir off-work hours.

arry out this educational function, **the College found it best for representatives not to accept position offered by union or management that ld jeopardize** their position of **neutrality** in case dispute. Involvement in such cases might lead to s of trust in the representative, and further teach- would be impossible. Where this happens, or n a representative does not perform his or her es, Frontier College reserves the right to with- that representative. To enforce this policy, and rovide support, **periodic visits to each work site made by representatives of the College.**

ing for Frontier College takes place through Can- Manpower Centres, Student Manpower Centres, by direct contact. Out of about 3,000 applicants year, a comparative few are ever sent into the l, and for all of last year the number of labourer- hers employed was only about 110.

seven of last summer's labourer-teachers were men, but the College is quick to point out that was not because of any sex discrimination. ner, unskilled jobs in isolated areas are usually ld by men, and labourer-teacher positions are not ily available to women. Those women who are d by employers often find themselves in can- es or factories, the only alternative being place- nt on a contract basis.

abourer-teacher is not paid wages over those ned in the labouring job, but is guaranteed $75 a k for a minimum commitment of four months. In s where wages are low, or a work term is short, pay received by the labourer-teacher is supple- nted to reach this level.

During the spring and autumn, the College recruits across Canada, preferring personal interviews at Manpower Centres or on campuses as the best means to choose candidates. Volunteers in each city do scheduling and screening in preparation for interviews by the College representative.

Experience, and not credentials, is sought, and applicants with a background in manual labour or adult education are more likely to be hired than someone with only academic qualifications. **Workers with a range of skills are preferred, and an ability to adapt and gain rapport with people**—important if a worker is to be successful.

Recently, the College has been emphasizing longer work terms. According to College President Ian Morrison, continuity is a major consideration in educational programs, and the availability of workers for longer periods of time has resulted in a shift away from hiring university students, who are available only between terms, and increased hiring of non-students who will work a longer time.

Morrison points out that the longer work term leaves labourer-teachers at a site long enough to become part of the community. He adds that the cost to train a person is the same whether the job is for a period of four months, six months, or longer; and by hiring for longer periods, the College hopes to lower its cost per labourer-teacher day of service to $15 from its present $17.

Administration is carried on from Toronto, where the College maintains its offices in a large, converted house. From here, contact is maintained with all work sites by mail, telephone, or telex. A weekly newsletter is also prepared and mailed out, keeping workers informed of the experiences of others in the field. The Toronto office serves as the distribution centre for education kits containing magazines, old school text books, and other aids sent out to help workers with instruction.

"Skeletal" is perhaps the best word to describe the permanent staff of the College. A 24-man Board of Governors, chosen from sectors of the community, donates time toward managing the College's affairs. Directly responsible to the Governors is the full-time President, Ian Morrison. He, in turn, has three officers reporting to him who attend to finances, the management of programs in the field, and the location of sites for future placement. There are other staff under these three departments, but the permanent staff still numbers only eight persons.

Financial support for the College comes from three main sources: the federal Government, provincial governments, and the private sector. At present, about one-half of the $200,000 yearly income is from private sources, with the remaining $100,000 derived nearly evenly from the two levels of government.

Since 1936, the federal Government has given yearly grant: this money was formerly allocated the Canada Department of Labour, but since 1 the funds have come from the Department of M power and Immigration. In 1973, the College recei $50,000 in federal funds as a manpower developm and utilization grant. Occasional federal suppor received also in the form of Local Initiatives Progr and Opportunities for Youth contracts.

Money from the provinces is usually allocated by partments of education, and is worked out on a capita basis. For example, six labourer-teachers w placed in Manitoba in the 1972-73 fiscal year. Fron College approached that province and asked for amount for each worker to match the grant given the federal Government. The federal grant was ab $500 a worker last year, so the provincial Governm was asked for an equal amount. Prince Edward land, New Brunswick, and Newfoundland are only provinces that do not now grant funds to College.

Other sources of income include trade unions, c porations, foundations, service clubs, student unio and individuals. About 100 corporations donate the College, ranging from mining companies a manufacturers to beverage companies and banks. teen Canadian foundations also lend financial s port.

Labour organizations that fund the College inclu the Canadian Labour Congress, the United Ste workers of America, individual union locals, a many provincial federations. To last July 1, money support the 1973 operations had been received fr the federations in British Columbia, Alberta, S katchewan, Manitoba, Ontario, New Brunswi Prince Edward Island, and Nova Scotia. The Uni Brotherhood of Carpenters and Joiners was nota in having several locals contributing to last summ operations.

i from the Canadian Labour Congress to Frontier llege takes three forms. First, the CLC has a policy upport for the College. Second, it extends finan- aid. Third, the CLC Director of Education sits on College's Board of Governors. The present Direc- A. L. (Bert) Hepworth, has been active in both inistering the College and soliciting support n CLC member unions.

the future, the College hopes for more financial port from the two levels of government so that federal Government, provincial governments, private sources will each account for about one d of the College's annual income. This, according Morrison, would give greater financial stability to operations of the College by giving a more equi- e source for operating funds.

In any event, it is clear that Frontier College will continue to provide educational and community services to isolated areas in Canada—places where it alone has been able to offer effective adult education programs. Changing demands may bring different means of providing that service, but **the need for Frontier College is likely to last at least another 70 years.**

THE CHANGING ROLE OF LABOUR EDUCATION IN CANADA AND ABROAD

"The role of the Labour College of Canada is at present under examination. Do we provide additional programs or do we maintain the status quo? The question can only be answered by a confirmation of confidence from the labour movement in the form of participation and financial assistance," according to Jean Bezusky. Writing in the Saint John District Labour Council Convention Journal, Bezusky, who is Associate Registrar of the Labour College, explained that, in her opinion, the College is a success "because many ... graduates can be found in leadership positions throughout the union movement." But she noted that "personally ... I think that the trade union movement does not realize, or is indifferent, to the potentiality of the Labour College. Besides the eight-week residential session and the correspondence course, the College could be holding conferences, post-graduate courses, and leadership seminars; in other words, it could be doing much more than it is at present, but the demand and the support for the expanded educational services must come from the labour movement."

ECONOMICS—A TOOL FOR TRADE UNIONISTS

"Trade union officials should be as visible on economics courses as management representatives," according to Professor S. B. Benton, lecturer in economics at the University of New Brunswick, also writing in the Convention Journal. On the last extension course he taught he had at least ten mature students from management but only one from the trade union movement, he noted. "Economics is by no means a dismal dull subject," he explained. "How can it be when it is based on human behaviour? In the tavern or barbershop we argue the pros and cons of political, moral, religious or recreational subjects endlessly, but if we stop to look at each more closely, we'll see that nine times out of ten the subject is mainly economic. Taxes, Maritime union, freight rates, free grants, municipal amalgamation, the new social welfare package, even sex, have their economic aspects." Bent answers an unqualified "yes" the question—will a knowledge economics make for a more effe tive union official? "Economics the study of our whole econon system, and unions and collect bargaining are a part of that s tem ... The economist stud how wage rates and labour co are determined and the effects changes in wage rates and labo costs on the competitiveness the firm, industry, province a nation. Knowledge of economi then, would give the unionist background on which to base arguments for higher wages a better working conditions. would give him knowledge w which to counter manageme contentions as to the adverse fects of meeting the union d mands. **Collective bargaining is adversary technique, a battle tec nique," and a knowledge of ec nomics increases the weapo available to the unionist.**

He points out that union offici are not concerned with only lo wages and working conditions. leaders of a very large segment our society, they speak out many provincial and national m ters. To take a stand on them,

nke submissions about them, re-
ires economic knowledge, he
id. And there is nothing worse
in a highly publicized stand
t is quickly found to be incor-
t—and a knowledge of eco-
mics can be protection against
th a mistake.

H attacked a widely held fallacy
t economics is all mathematics
d beyond the grasp of those
o left mathematics behind
m, many years ago. "Profes-
inal economists use a great deal
math and develop very complex
mulas in their attempts to de-
op proper policies or to trace
ough the effects of a change in
vernment policy or even the im-
t of a new wage settlement."
t the principles upon which
se mathematical equations rest
not mathematics, he reiterated.
ey are statements of human
haviour."

an example, he pointed to the
v of demand. "When prices
re lowered, consumers bought
re of the product. This consis-
t behaviour of consumers, they
conomists) wrote as the law of
mand: the quantity of a good
manded increases as its price is
vered."

concluded his call for an eco-
mic education with the chal-
ge "Try it, you'll like it."

BOUR EDUCATION

**ne of the least known aspects of
e Trades Union Congress in Brit-
n is the "fantastic trade union
ucational program that has
en developed throughout the
ars,"—development has been
mewhat easier than in Canada,**
cording to George H. Newell,
iting in the same publication.

Newell, who is Atlantic Regional Vice-President of the Canadian Union of Public Employees, recently returned from a Nuffield Travelling Fellowship, where he spent six months in England. Newell pointed out some social advantages that the T.U.C. General Council enjoys over its Canadian counterpart, the Canadian Labour Congress: "In a unitary state, such as that in Britain, changes can be made within a much shorter period of time with far less obstacles to overcome than, for example, in a federal system, such as we have in Canada." He pointed out also that the General Council has, by far, much greater liaison between the National Union of Teachers in Britain than the CLC enjoys with the teachers' federations in Canada.

As well, **union organization in Britain reaches higher into the bureaucracy or organization than it does in Canada.** "For example, in the Civil Service, employees on a level equivalent to our Deputy Minister level are members of a union. In the private sector also, the trade unions organize to a much higher level." One other important point, Newell noted, is that "trade unions have a much longer history and are far more accepted in Britain than in Canada. **This pride of being a member of a trade union there is reflected in a general interest in educational programs."** As an example, he described the T.U.C. Congress headquarters, opened in 1957. It contains staff offices and the facilities for the T.U.C. Labour College; classrooms; a theatre that is often used as a lecture hall for large groups; a large student lounge for relaxation and, "of course, serving the most famous English drink—tea." Adjacent to the college classrooms is the T.U.C. library, which contains all labour codes and laws of countries that have enacted such laws.

The front half of the building is set aside for the use of the trade union movement, with the balance, a normal office building, rented to a Swiss engineering firm. The revenue from the rental goes into a central trade union educational fund administered by the T.U.C. education committee and used exclusively for trade union education.

Newell concludes that, with trade union education on a higher level in Britain than in Canada, **there is also more opportunity for workers to participate.** There is greater use made of local educational facilities and there are full-time courses available at trade union universities; there is more money for scholarships from governments and trade unions; more day-release courses available for employees, with the employer paying the cost of courses; more co-operation between employer and trade unions in securing leave of absence for union leaders to organize courses; and greater assistance is given by other organizations to supplement trade union courses.

J. D. A.

THE NIAGARA EXPERIENCE: BLUEPRINT FOR LABOUR EDUCATION

There is a widely held myth that working people are not interested in education. But **since the launching of Niagara College's post-secondary education program four years ago, 325 workers have registered** in courses leading to the Certificate in Labour Studies. **Niagara's experience may provide the blueprint for successful future college labour education programs,** according to J. R. W. Whitehouse, Dean of the School of Community Education, Niagara College of Applied Arts and Technology, Welland, Ontario. Whitehouse, who was speaking to more than 400 trade unionists attending the Annual Educational Institute at Centennial College, Toronto, emphasized the need for co-operation between the community, unions and the educational institution and spoke of the structure that Niagara developed to facilitate such co-operation.

Foreseeing an extension of union education into post-secondary institutions, he warned against possible conflict of interest, which might arise without ample planning: "College- or university-centered, co-operative, labour education programs must complement—not compete with—well-established short term and summer institute labour education programs," he cautioned. "An important pioneer step in this direction was taken," he continu "with the establishment of the stitute of Labour and Labour-M agement Studies at Niagara C lege, and with the development the union-oriented labour stud credit program." This is the f on-going college labour educati credit program in Canada, and criteria that Niagara establish for its development could provi invaluable guidelines for fut developments in college lab education, Whitehouse explain

First, the college must be community-oriented. This means that it must endorse community service goals that will enable college administrators to respond to the educational needs of the trade unions within the community. Thus, while empathy and an understanding of trade union educational needs are required, there must also be a willingness and an ability to allocate finances and instructional resources to meet the very specific needs of trade union education.

It is essential that, in order to help identify these needs, **a labour studies administrative center be established within the post-secondary institution, and that it be staffed by professional labour educators.**

Secondly, Whitehouse continued, "the key to the success of any college labour education revolves around the form, responsibilities and status of **the joint college-labour advisory committee that must be established** to deal effectively with curriculum and program development; to recruit students and underwrite—through scholarships—course fees, etc.; and to disseminate information on continuing and new labour education programs, courses and service activities offered by the college labour studies center.

The Labour Studies Advisory Committee in Niagara College includes representatives of six area labour councils and eight major unions; they must be named by the organizations participating; and **the Committee must have the full status of any other advisory committees in the College.** Niagara's committee is a standing committee of the Board of Governors.

Whitehouse believes that the trade unionist is not particularly interested in the curriculum content and the educational environment traditionally associated with the universities. "Tough, practical-minded trade unionists, matured by a wealth of life experiences" want labour educators who know how to talk—not talk down.

"For years, universities have ignored the advice of experienced labour educators," Whitehouse said. And if labour education is to be successful, **"we should be asking ourselves if the content, patterns and structures of labour education in Canada today are adequately responding to the needs of workers and their organizations."**

Most of the 325 trade unionists who have enrolled in the college's labour education program have been supported financially by local unions, labour councils or union area councils, Whitehouse said. And in March, the Institute began its first of "out-reach" labour education programs, using classroom facilities in Guelph's Conestoga College.

For a variety of reasons, not many colleges and universities will be able to respond similarly to trade union educational needs, Whitehouse believes, citing a shortage of finances and specialist instructional material. Even fewer universities will feel the need to adhere to the guidelines that Niagara has found so successful.

In concluding, Whitehouse delivered this challenge: **"The questions** concerning re-examination of trade union education goals and objectives; the establishment of new priorities consistent with new needs and problems; and trade union involvement in a new labour education tier, at the college level, **can only be answered by you."**

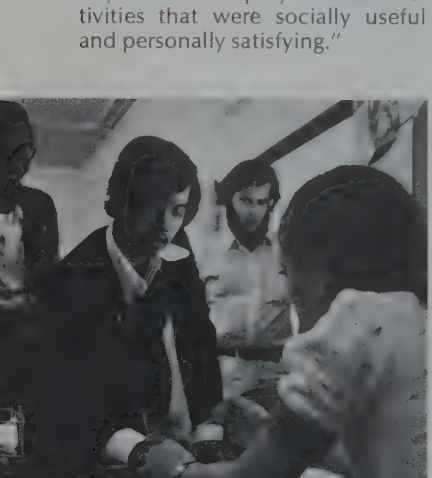
J.D.A.

SUMMER FOR STUDENTS '73

BY BONNIE CAMPBELL

Recent figures released by Statistics Canada highlight **the success of this year's federal and provincial summer employment programs for students.** There was a significant drop in student unemployment this summer as compared to last.

The biggest boost for the summer job market came from the federal Government's $85.4 million **"Summer 73"** program that provided jobs for 67,000 young people in community-service employment. Another 10,000 were unpaid participants in group travel and language training programs. Secretary of State Hugh Faulkner said, "the main objective of 'Summer '73' was to create for students, temporary summer employment and activities that were socially useful and personally satisfying."



Largest of the federal government's projects was Secretary of State's **Opportunities for Youth,** a $39.4 million program that created some 36,000 jobs. There were 4,334 projects approved by the department with an average cost per project of $8,209. Barry Kelsey, a government official associated with the "Summer '73" program stated that **OFY, "was the Prime Minister's challenge to young people."** Emphasis was placed on those projects that provided community services and social benefits; a special effort was also made to involve young people from low income groups. Kelsey outlined a few of the Maritime OFY projects—noon-hour plays at a church hall luncheon, a day care centre in Bombay, Newfoundland, and in Charlottetown; participants in another OFY project gave folk concerts in Charlottetown's Confederation Square.

Other "Summer '73" programs included a youth hostel service, with a total of 125 Canada-wide hostels staffed by 1,000 students. Federal government departments co-ordinated a number of summer employment programs including the Department of National Defence Program providing militia and cadet training and civilian training, Health and Welfare Canada sponsoring street agency support and drug research, and the Public Service Commission hiri students for both career and no career oriented summer emplo ment.

While the purpose of Oppor nities for Youth was to "create" novative jobs, Manpower and I migration officials stated that t purpose of their program was facilitate the private market," a thus geared their advertisi toward this sector. Canada Ma power had 196 student manpow centres staffed by 880 studen These centres provided inform tion on federal, provincial a municipal job opportunities well as those jobs available in t private sector.

A number of summer emplo ment programs were also co-or nated by the provinces. T Quebec government's progra **"Placement Etudiant du Québe** included a cost sharing progra with industry. The province pa half the salary costs for the first weeks of employment to a ma imum of $45 a week, providi jobs for 8,000 young people. T Alberta Government subsidized farm-hiring program by und writing half the salary for any st dent who was hired as a fa worker at $400 monthly.

Saskatchewan's Department Culture and Youth **sponsored Youth Employment Service,** Y that reimbursed employers half employee's salary to a maximu of $150 a month.

sed if he perceived a trend ard subsidization of the pri- and agricultural sector in his artment's summer employ- nt program next year, a federal npower official replied: "We seriously considering it after mining the provincial govern- nts summer employment pro- ns."

Ontario government's pro- n, "Experience '73", hired 7,000 lents. Some of the "Experience programs included Ontario th Summer Enterprises (OYSE), Students Working in an Envi- ment Enhancement Program EEP). In OYSE, students in ups of 20 were allowed to set and operate their own small business; and in SWEEP the students worked on conservation and environmental activities.

None of the Maritime provinces had a cohesive summer employment program; a manpower official said that the high unemployment figures for the Atlantic regions are reflected in the search for student jobs. "There are never enough in the region." The B.C. Government spent $20 million on a program which consisted mostly of civil service hiring. Manitoba hired 2,700 students for a variety of programs including demonstration projects, a community service program and a rural and urban Student Temporary Employment Program.

It is very difficult to co-ordinate the federal and provincial programs, Manpower and Immigration officials stated. "We try to plan with the provinces but when we approach them, they have not yet decided on a program. Quite often, their summer employment program seems like a last-minute thing."

Figures released from **Statistics Canada show that the unemployment rate for students,** 14 to 24 years of age, **decreased** in June 1973 to 11.3 per cent from 14.3 per cent in June 1972: **there was an increased participation rate**—from 33.4 per cent to 37.9 per cent in the same time period, with a slight increase in student population of about one per cent.

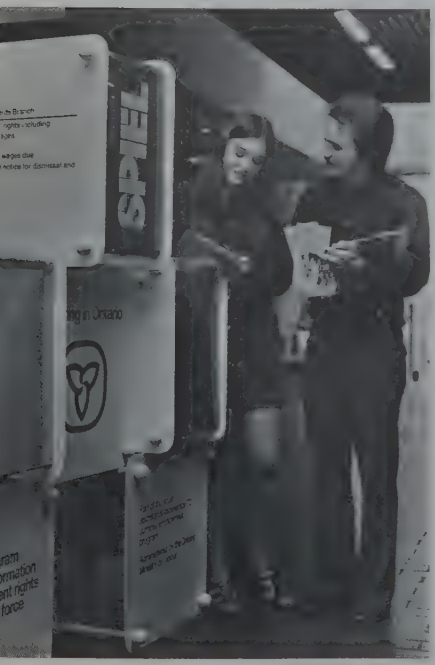
Although every student didn't have a job this summer—these figures show that all programs contributed to a brighter job picture for summer students.

This past summer, Ontario residents had a "SPIEL" (Summer Program Providing Information on Employment Rights for the Labour Force) to help them with their employment problems. Thirty-five students, from various sections of the province were hired for SPIEL as part of the Ontario government's Youth Secretariat Program, "Experience '73".

Ontario Labour Minister Fern Guidon said that the aim of SPIEL "was to **increase the general public's awareness of the legislation, programs, and services available through the Ministry of Labour."** He stated that it would also help the Ministry, "to identify gaps in legislation and to discover areas where the Ministry had been lacking in informing the public."

Working in teams of four, the students covered Sudbury, Thunder Bay, Toronto, Waterloo, Kingston, London, Windsor, Ottawa, and Hamilton, setting up their booths in shopping centres, exhibitions and malls.

For three days each week, they dispensed information about the rights of the worker contained in a pamphlet titled, **Working in Ontario,** which covered such topics as minimum wage laws, equal pay for equal work, hours of work, vacations with pay and maternity leave. They also administered a questionnaire for the Ontario Women's Bureau that examined the rights of women in the labour force. The remainder of the week was spent coding data from the questionnaire and analyzing the type of questions the public most frequently asked. The Ottawa area team reported that the majority of inquiries from the public had been in the areas of pregnancy leave, education opportunities for the unemployed, and workmen's compensation forms. "People were also confused about what constituted federal and provincial jurisdiction in terms of labour laws," said Paul Gervais, an Alonquin College student. Another member of the Ottawa group, Patricia Spice, a Queen's University student, said, "we tell people about things like pregnancy leave, wage legislation, regulation of hours and what a person can do about unfair hiring practices. The number of people who don't know about their labour rights is remarkable."



Questions that the students were unable to answer were referred to the proper department of the Ministry of Labour. "We can usually direct people if we don't have the answers; we can usually tell them if they have a valid complaint or we can give them the name and phone number so that they can get help," said Bev Zinck, a Waterloo University student.

To prepare the students for the job, the Ministry sponsored a two week training period in Toronto; Ministry specialists lectured on such topics as industrial safety, employment standards, the Human Rights Code and Workmen's Compensation.

The students returned to scho this month, having complet their summer project. It is now to the Ministry to examine close the data received from the su mer program. If the Ontario Go ernment takes positive steps " fill in the gaps in its labour legis tion" and informs the pub about these changes, SPIEL w have proven itself to be a use summer employment program.

NTERNATIONAL LABOUR ONFERENCE BTH ANNUAL MEETING

ere will be less child labour in world and **less occupational cer, better working conditions labour-management relations he waterfront, and a powerful impetus for paid educational** **e** for workers, because of what have done here," Director-eral Wilfred Jenks told the ILO Annual Conference, held eneva in June.

lying to a debate on social cy by more than 200 speakers h all parts of the world, Jenks d widespread support for the v that the ILO, with its unique ernment-employer-worker position, has a vital part to in encouraging support for ghtened income distribution; ae, monetary, and investment and other economic policies.

se intensive discussions on the of the ILO in influencing ld economic policy "will be luable for the planning of our re contribution to ensuring economic growth is directed personal freedom and social ice." Jenks announced that he posed to submit to the Gov-ing Body, proposals for a com-nensive study of income distri-ion in the world, to be ertaken in co-operation with other appropriate interna-al organizations.

He said he intended also to submit proposals for an ILO contribution to the examination of relationships between inflation and social policy; for intensified co-operation with UNESCO on the relationship between education and employment; for studies of the social and economic effects of advanced technology in developing countries, taking account of the need for rapid and balanced growth of the industrial and rural sectors; for intensified co-operation with the United Nations Industrial Development Organization on giving due emphasis to the social aspects of industrialization policies, ensuring that there is full co-operation with trade union and employer organizations in developing and in implementing such policies; and for intensified co-operation with the Food and Agricul-

ture Organization to promote full participation by the rural population in the revitalization of rural life.

"I propose to intensify our co-operation with the whole United Nations family with a view to ensuring, that **dynamic social and full employment policies** become an integral and tangible part of international economic, trade, investment, monetary and development co-operation policies."

The Conference had its problems he noted, some of them unresolved. "For the second successive year, the Resolutions Committee has been unable to consider the greater majority of the substantive resolutions relating to ILO programs that have been submitted to it . . . Perhaps there should be different rules and procedures for resolutions relating to worldwide program matters and resolutions relating to special cases . . . "Resolutions relating to particular countries raise some special questions . . . In the name of the reputation for integrity which won the ILO the Nobel Prize, **I implore the Conference to think many, many times before it abandons the tradition that it is not a tribunal . . .**

"For the Conference first to condemn and then call for an inquiry, the terms of reference of which would be to confirm such condemnation, would be to offend the principle of due process on which all our work relating to the implementation of Conventions rests . . .", Jenks said. "Has the time not come for the Conference to reconsider thoroughly, not in relation to any particular case that divides us, but on the basis of general principles that might unite us, how it should deal in future with matters of this nature?" he queried.

About 1,400 delegates and advisers from 116 of the ILO's 123 member countries attended the Conference. Participants included 95 government ministers. Charles Turner, MP, London East, represented the Canadian Government. While Canada has been an active member of the ILO since its inception, he pointed out, it has never ratified the Conventions of the organization en bloc, mainly because jurisdiction over Canadian labour legislation is divided between the federal Government and the provinces and their views have not always coincided. Of the 136 Conventions adopted by the ILO over the years, many are now out of date, he said. He urged the ILO to review its Conventions and weed out those that have become obsolete.

Bintu'a Tshiabola, Minister of Labour and Social Welfare of Zaire was elected President at the opening sitting. In his inaugural address, he stressed the urgent need for measures to increase the volume of employment throughout the world and called for "multiplication and amplification" of the ILO's World Employment Program. He also expressed his conviction that **the presence of the Chinese people within the ILO "will still further reinforce the action of this Organization** and contribute in a positive way to the search for successful solutions to the many problems with which the world of work is faced, and will foster international peace and security."

John Mainwaring of the Canada Department of Labour, Chairman of the Governing Body of the International Labour Office, spoke of the financial difficulties resulting largely from monetary fluctuations and inflationary cost increases, "which had resulted in substantial cuts and postponements in the previously approved program of activities for 1974-75." On the credit side, he noted that the ILO had steadily been improving techniques analyzing program activities a for identifying priorities.

The Conference received t "Ninth Special Report of the D rector-General on the Applicati of the Declaration concerning t Policy of Apartheid of the Repu lic of South Africa." The Decla tion, adopted by the Conferen in 1964, asked the ILO to follc the labour situation in South A rica and report back each ye The Ninth Special Report says th **many white South African tra unionists are, for reasons of e lightened self-interest, pressi for the admission of Africans registered trade unions.** Witho the Africans, who represent mo than two thirds of the South Af can labour force, the legally reco nized trade union movement condemned to a steady decline an effective workers' grouping, t report observes. Pledges of s support were received by the Co ference from the Internation Trade Union Conference on Apa theid and the International Org nization of Employers for t ILO's campaign against apartheic

The new Convention and Recon mendation on the minimum ag for admission to employment a intended to help abolish child l bour throughout the world ar improve conditions of work f young people. The internation standards—in the form of a Co vention supplemented by a Re ommendation—adopted by th Conference on new methods cargo handling are the first to de directly with the organization work in ports.

paratory discussions were held in international standard for ontrol and prevention of oc- tional cancer and work will go ahead with a view to the tion next year of a Recom- dation for the guidance of ber states, employers, and ers. The Conference reached lusions with a view to the tion of an international Con- on supplemented by a Rec- endation on paid educa- l leave. As with occupational er, the conclusions will go to governments of member tries for their observations e final consideration by the erence next year.

Conference set up a tripartite mittee to examine the appli- n by member states of the Conventions and Recom- dations. A Committee was ap- ted to consider questions re- g to the ILO's structure, in cular the procedure for the pointment of the Director-Gen- a

mber of Canadian delegates ded the Conference. Govern- t delegates were: William P. , Assistant Deputy Minister, da Department of Labour; Mainwaring, Director, Inter- nal Labour Affairs Branch, da Department of Labour, epresentative of the Govern- t of Canada, Governing Body e International Labour Office, Chairman of the Governing of the International Labour e.

Government advisers and substitute delegates were: W. H. Barton, Ambassador and Permanent Representative of Canada accredited to the United Nations Office in Geneva; R. E. Anderson, Deputy Minister of Labour, Province of Nova Scotia; Judith Avrutick, Labour Standards Branch, Canada Department of Labour; Paul-Emile Bergeron, Assistant Deputy Minister of Labour, Province of Quebec; J. O. Caron, Third Secretary, Permanent Mission of Canada to the United Nations Office in Geneva; Guy de Merlis, Assistant Director, International Labour Affairs Branch, Canada Department of Labour; A. J. de Villiers Senior Medical Officer, International Health Directorate, Health and Welfare-Canada; Leonard Legault, First Secretary, Permanent Mission of Canada to the United Nations Office in Geneva; Carol Martin, International Labour Affairs Branch, Canada Department of Labour; The Honourable N. T. Nemetz, Justice of Appeal, Province of British Columbia; and Eamon Park, Labour Counsellor, High Commission, London.

Charles Turner, Parliamentary Secretary to the Minister of Labour was the member of Parliament attending. Provincial representatives accompanying the delegation were: Bertrand Bellemare, Commissioner, Workmen's Compensation Board, Province of Quebec; W. H. Dickie, Assistant Deputy Minister of Labour, Province of Ontario; Lucien Tremblay, Commissioner, Minimum Wage Commission, Province of Quebec; Jacques Vallée, Department of Intergovernmental Affairs, Province of Quebec.

The employers' delegate was Robert E. Heneault, Vice-President, Personnel, The Steel Company of Canada Limited; and his adviser and substitute delegate was W. H. Wightman, Manager, Industrial Relations Department, The Canadian Manufacturers' Association. Advisers were: G. H. Durocher, Director of Labour Relations, Canadian Construction Association; R. J. Gallivan, Manager, Personnel Services Group, Canadian Industries Limited; Mark Stein, President, Magil Construction Ltd.; and R. E. Wilkes, Executive Secretary, The Railway Association of Canada.

The workers' delegate was Joseph Morris, Executive Vice-President, Canadian Labour Congress, and Vice-Chairman, Governing Body of the International Labour Office; and his advisers were: Romeo Maione, Director, International Affairs Department, Canadian Labour Congress; Raymond Parent, Director, International Affairs, Confederation of National Trade Unions; Jean-Marc St-Onge, President, Local 375, International Longshoremen's Association; J. Carl Walsh, Special Representative, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada; and Robert White, Administrative Assistant to Canadian Director, United Automobile, Aerospace and Agricultural Implement Workers of America International Union.

J.D.A.

BOOK REVIEWS

Canada and Immigration, Public Policy and Public Concern, by Freda Hawkins, McGill-Queen's University Press, Montreal and London; 444 pages.

Few Canadians are aware of the exact nature of our immigration policy or how immigration is managed. Dr. Hawkins' study, the first full-length work on Canadian immigration policy is an attempt to fill this current and serious information gap in Canadian politics by providing a record of 25 years of Canada's immigration management and analyses of the realities of political and bureaucratic control in this sector of public policy. Her study includes an examination of federal policies and programs, the federal-provincial relationship in immigration, the development of the overseas immigration service, and the struggle of voluntary agencies for government recognition and support. As well as statistical tables and charts, there is an appendix detailing, for the first time, the principles governing the selection of Canadian immigrants.

One of the foundations on which this study rests is the author's own experience as an immigrant arriving from Britain in 1955, and the knowledge acquired during many years' association with Toronto voluntary agencies concerned with immigration. In addition to being an Associate Professor of Political Science at the University of Toronto, Dr. Hawkins has recently been carrying out a special assignment for the Department of the Secretary of State as Director of its Immigration Programs Development Group.

Her analysis of the overseas immigration service concentrates on the internal administrative developments which have affected overseas operation and on the changing conditions and circumstances in which this service has operated. The material was drawn mainly from a series of interviews with present and former members of the overseas staff during her three tours of immigration offices in Europe. Descriptions of the location, the atmosphere and the furnishings of overseas offices reflect a humanist approach to the material.

Regional attitudes toward immigration are well contrasted. The author considers Ontario and Quebec as the only two provinces whose immigration activity h been significant in the past years. Ontario, where a very fe influential politicians and offici have had strong convictions abo immigration, has been more acti than any other province. Queb where convictions of a differe order have been equally strong stronger, has played a negati role in immigration until a sudd awakening occurred in the ea sixties to the political and ec nomic advantages of an active i migration program.

Public discussion of immigrati in Canada has centred on t problems of admission. B among the politicians and sen officials who were responsible immigration policy, the major sue was the purpose of immig tion and the proportion of n tional resources that should devoted to its management a development. In the absence o strong ideological convicti about immigration, either inh ited from the past or deliberate developed by Government at t

ſt, questions concerning im-
gation remained without a
answer until 1966 when im-
gtion was given a firm man-
er orientation.

dition to being clearly writ-
and informative, the book
evidence of being written
of a concern for people, be
immigrants, long-standing
bers of the Canadian com-
ty or officers implementing
gration policies.

P.M.

**to Challenge; by John Her-
g Harper & Row, Publishers,
York; 415 pages; $16.**

morphosis is the theme of
t to Challenge—a book inter-
ng the history of the United
workers of America between
and 1970.

ing with the takeover by Da-
McDonald after the death of
rnational president Philip
ray, the book follows
Donald's consolidation of
er to become the dominating
er of the union until 1965.
ng those years, the union lost
ction, according to author
ing, and while McDonald
pride in averting strikes
in the steel industry, members
note of the modest gains at
bargaining table.

alienation of the membership,
bined with poor gains during
otiations, led to dissension
ng the rank-and-file members,
well as to challenges of
Donald's leadership. One early
dation of disagreement with
eadership came at a 1956 con-
ion when Canadian delegates
ated a bid to eliminate the of-
of an elected national director
Canada—the first time in Steel-
ker history that a proposal of
international leadership was
ed down.

ne early 1960s, dissatisfaction
McDonald's leadership in-

creased, and a 1963 settlement with basic steel companies angered union members when management spokesmen referred to it as the lowest cost settlement since 1944. "With a few more such triumphs," commented one Steelworker official, "we could lose the entire war—and our union as well." The unfavourable settlement was blamed largely on McDonald's policy of "human relations" with the companies—a poor substitute, members felt, for hard-nosed bargaining.

In 1964, discontent reached its peak and Secretary-Treasurer I. W. Abel came to the fore as an alternative to McDonald. Pledging a return to democratic unionism and tough bargaining, Abel and his supporters succeeded in rallying enought support, including that of such Canadian Steelworker officers as William Mahoney and Larry Selton, to wrest the presidency from McDonald. A large part of the book deals with Abel's campaign to overcome charges of being "strike happy," and to displace McDonald.

In concluding his book, Herling claims that Abel's election put decision-making power in the hands of the international executive board for the first time. Under Murray, the executive board had been obedient, and under McDonald, complacent. Abel gave it the responsibility it was vested with under the constitution; Abel also cleared away the hierarchy that had insulated members from the leadership, Herling says, but Abel's most important accomplishment was his awakening of unionists to their larger role in a changing world. As one Steelworker said after Abel's victory over McDonald, "We won a chance to do more, now—and from now on."

Author Herling has been a Washington correspondent for more than 25 years, specializing in labour and social issues. His labour column appears in the **Washington Daily News,** and his **Herling's Labour Letter** has an international readership. A graduate of Harvard, he is a past president of the Washington chapter of the Industrial Relations Research Association.

J.M.

PRICE INDEXES

CITY CONSUMER, JUNE

Between May and June, consumer price indexes rose in all regional cities and city-combinations, with increases ranging from 0.5 per cent in Winnipeg to 1.1 per cent in Montreal. Food indexes advanced in all cities reflecting increased quotations for beef cuts, fresh produce, dairy products, particularly powdered skim milk, and convenience foods. Prices for food consumed away from home were also higher in many centres. Housing components rose in all cities, mainly because of increased tenancy and home-ownership costs and higher furniture prices. The clothing and transportation indexes advanced in all cities—the clothing component because of higher laundry, dry cleaning and shoe repair charges, and the transportation index in response to increases in the train and inter-city bus fares indexes, and higher prices for new cars, gasoline and motor oil. The components for health and personal care, recreation, education and reading, and for tobacco and alcohol registered mixed movements.

Regional consumer price index point changes between May and June were, on the base 1961=100: Montreal 1.5 to 139.2; Ottawa 1.3 to 145.3; Halifax 1.1 to 139.4; Toronto 1.1 to 143.6; Edmonton-Calgary 1.0 to 141.1; Saskatoon-Regina .9 to 135.7; Vancouver .9 to 140.4; St. John's .8 to 139.3; Saint John .8 to 139.6; Winnipeg .7 to 141.0; on the base 1969=100: Thunder Bay 1.0 to 114.2; Quebec City .9 to 113.9.

WHOLESALE, MAY

The general wholesale price index (1935-39=100) rose 0.4 per cent in May to 356.3 from the April level of 354.9. It was 16.6 per cent higher than the May 1972 index of 305.7. Seven of the eight major group indexes were higher, and one declined.

The non-metallic mineral products group index moved up 1.4 per cent in May to 248.9 from 245.5 in April on higher prices for pet leum products, coke and pott An advance of 1.0 per cent 316.4 from 313.2 in the tex products group index reflec price increases for woollen hos and knit goods, worsted yarns cotton yarns. Slightly higher pr for grains and sharply hig prices for livestock and pou feeds and vegetable oils and pr ucts resulted in an increase of per cent in the vegetable produ group index to 302.9 from 30 The iron products group in rose 0.8 per cent to 349.0 fr 346.3 on price increases for ha ware. Lesser advances were corded in the non-ferrous m products group index to 3(from 305.0 and in the chem products group index to 25 from 254.5. The animal produ group was virtually unchang with a price decrease for pork setting increases in beef pri The wood products group in declined slightly to 512.3 fr 514.3, reflecting significant clines in certain lumber prices.

ENERAL TOPICS

LOYMENT REVIEW, JUNE

ne there were 9,613,000 per- in the labour force, of which 0,000 were employed and 00 were unemployed, Statis- Canada reports.

LOYMENT

a seasonally adjusted basis, level of employment contin- to increase. In June it was 5,000. Employment for married age 25-54 showed little ge since March. After an in- e in May, employment for ied women age 25-54 de- ed to the April 1973 level. For ns in the 14-24 age group, employment level increased tantially to 2,319,000 in June 2,275,000 in May. Regionally, employment level increased tantially in Ontario. In British mbia and the Atlantic Region evel increased slightly, and in bec it decreased. The decline Quebec followed several ths of strong increases. There no change in the level of em- ment in the Prairie Region.

UNEMPLOYMENT

The seasonally adjusted unemployment level increased slightly by 6,000 to 491,000 in June after declining for five consecutive months mainly because of an increase in unemployment among persons age 14-24. The level of unemployment for married men age 25-54 continued to decrease, declining to 100,000. By duration, the short-term seasonally adjusted unemployment level (unemployed less than four months) increased and the long-term level decreased.

UNEMPLOYMENT RATE

The seasonally adjusted unemployment rate increased to 5.3 in June from 5.2 in May after decreasing for five consecutive months. It increased substantially in Quebec following a series of decreases. The increase concentrated among students entering the labour market for the summer months. The rate increased slightly in British Columbia and decreased in the Atlantic Region, the Prairie Region and Ontario.

By age groups, the seasonally adjusted unemployment rate increased slightly for persons age 14-24 after decreasing for five months. There was no change in the rate for persons 25 years of age and over.

PARTICIPATION RATE

The seasonally adjusted participation rate increased to 57.9 in June after remaining stable at 57.7 for the last three months. The rate for persons age 14-24 increased to 54.9 in June from 53.9 in May. The rates increased in Ontario and Quebec and other regions showed smaller changes.

There was an increase of 106,000 in the seasonally adjusted employment level for full-time workers and a decline of 31,000 in the level for part-time workers. The participation rate for students in June was 37.9 compared with a rate of 33.4 in June 1972 and 16.4 in June 1971.

U.S. EMPLOYMENT, JUNE

The seasonally adjusted unemployment rate was 4.8 per cent in June compared with 5.0 per cent in May; the actual rate of unemployment was 4.7 per cent compared with 4.3 per cent in May. The number of unemployed persons was 4,300,000 compared with 4,400,000 in the previous month. The civilian labour force was 90,414,000.

SEPTEMBER CREDITS

Photos. NFB: Cover, p. 587, 593, 613, 617, 625. Photo Features, Ottawa: p. 579. La Presse Ltée., Montréal: p. 580. The Public Archives of Canada: p. 585, 588. Chris F. Payne Photography: p. 592. Andrews-Hunt Photography: p. 593, 594. Brian Fenerty, Calgary: p. 591, 595. GEM Photographic Productions Ltd., Saint John: p. 600. The Canadian Press, Toronto: P. 612.

CONCILIATION

During June the Minister of Labour appointed conciliation officers to deal with the following disputes:

Canadian National Hotels Limited (Hotel Newfoundland), St. John's, Newfoundland and Hotel and Restaurant Employees and Bartenders International Union, Local 779 (Conciliation Officer: W. J. Gillies).

Atomic Energy of Canada Limited (Commercial Products), Ottawa, Ontario and Ottawa Atomic Workers Union, Local 1541 (CLC) (Conciliation Officer: K. Hulse).

Alcan Aluminium du Canada Ltée, Port Alfred, Québec and le Syndicat des Employés de l'Aluminium du Canada Ltée (Division du Transport) (Conciliation Officer: S. T. Payne).

Atomic Energy of Canada Limited (Whiteshell Nuclear Research Establishment), Pinawa, Manitoba and Canadian Union of Public Employees, Local 938, Nuclear Reactor Operators (representing hourly rate employees of the Operations Branch) (Conciliation Officer: A. E. Koppel).

Motor Transport Industrial Relations Bureau of Ontario (Inc.) and Motor Transport Industrial Relations Bureau of Québec (Inc.) (representing certain member car hauling companies under federal jurisdiction located in Ontario and Quebec) and Teamster Locals 938, 880 and 106 (Conciliation Officer: T. B. McRae).

Canadian Broadcasting Corporation and the Canadian Wire Service Guild, Local 213, American Newspaper Guild (Conciliation Officer: H. A. Fisher).

Don's Transports Cartage (Wi
sor) Ltd., Windsor, Ontario
Teamsters, Chauffeurs, W
housemen and Helpers' Local
(Conciliation Officer: H. A. Fish

Kleysen's Cartage Co. Ltd., Wi
peg, Manitoba and Local 9-
Oil, Chemical and Atomic W
ers' International Union (re
senting a unit of employees a
terhazy, Sask.) (Conciliat
Officer: A. E. Koppel).

Atomic Energy of Canada Lim
(Chalk River Nuclear Labo
tories), Chalk River, Ontario
the Chalk River Technicians
Technologists, Local 1568 (C
(Conciliation Officer: K. Hulse).

Eastern Provincial Airways (19
Limited, Gander, Newfoundl
and International Association
Machinists and Aerospace W
ers, Lodge 1763 (representin
unit of engineering, maintena
and station service employe
(Conciliation Officer: W. J.
lies).

ic Energy of Canada Limited
lk River Nuclear Laboraa), Chalk River, Ontario and
a. River Atomic Energy Draftsn Local 1569 (CLC) (Conciliaofficer: K. Hulse).

's Cartage (Windsor) Limited, sor, Ontario and Teamsters, ffeurs, Warehousemen and ers' Local 880 (Conciliation er: H. A. Fisher).

ic Energy of Canada Limited er Projects), Sheridan Park, rio and The Sheridan Park ic Energy Draftsmen, Local (CLC) (Conciliation Officer: Carson).

ements by conciliation offi-
Cornwallis Shipping Limited, réal, Québec and Seafarers' national Union of Canada ciliation Officer: J. J. de é Loranger) (LG, Aug., p. 560).

n Hood Multifoods Limited, katoon, Sask., and Canadian and Allied Workers, Local (Conciliation Officer: A. E. el) (LG, Aug., p. 560).

sair Limited, Winnipeg Interonal Airport and International ciation of Machinists and space Workers (representing oyees in the maintenance dent) (Conciliation Officer: A. ppel) (LG, July, p. 492).

sair Limited, Winnipeg Interonal Airport and International ciation of Machinists and space Workers (representing loyees in the traffic depart-t (Conciliation Officer: A. E. pel) (LG, July, p. 492).

rado Nuclear Limited (Mining Exploration Division), Eldo-, Saskatchewan and United workers of America, Local 913 ciliation Officer: A. E. Kop-(LG, July, p. 492).

Charterways Transportation Limited, Weston, Ontario and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of dispatchers and order takers) (Conciliation Officer: H. A. Fisher) (LG, July, p. 493).

Canadian Pacific Limited, Montréal, Québec and Canadian Pacific Police Association (representing Police Constables and Sergeants) (Conciliation Officer: G. R. Doucet) (LG, May, p. 334).

Canadian Pacific Limited, Montréal, Québec and Canadian Pacific Police Association (representing Security Guards and Security Guards—Firemen) (Conciliation Officer: G. R. Doucet) (LG, May, p. 334).

Disputes in which Minister of Labour decided to take no further conciliatory action under Canada Labour Code (Part V—Industrial Relations). Canadian National Steamship Company Ltd., Vancouver, B.C., and Canadian Merchant Service Guild, Western Branch (Conciliation Officer: A. A. Franklin) (LG, July, p. 492).

Radio Laurentides Inc. (CKJL), Saint-Jérôme, Québec and le Syndicat général des Communications, Section CKJL (Conciliation Officer: J. J. de Gaspé Loranger) (LG, July, p. 493).

Chapman Transport Limited, Kelowna, B.C., and General Truck Drivers and Helpers' Union, Local 31 and Teamsters Union, Local 213 (representing office employees) (Conciliation Officer: G. W. Rogers) (LG, June, p. 405).

Baton Broadcasting Limited (CFTO-TV), Agincourt, Ontario and Toronto Newspaper Guild, Local 87, American Newspaper Guild (Conciliation Officer: K. Hulse) (LG, June, p. 405).

Strike action following Minister's decision to take no further conciliatory action under Canada Labour Code (Part V—Industrial Relations). Canadian National Steamship Company Ltd., Vancouver, B.C., and Canadian Merchant Service Guild, Western Branch (strike commenced June 29, 1973) (see above).

Strike action following conciliation commissioner procedure. Air Canada and International Association of Machinists and Aerospace Workers, District Lodge 148 (representing employees of the maintenance, customer service and purchasing and facilities branches of Air Canada) (rotating strikes commenced June 2 and terminated June 19 with the mediation assistance of Bernard Wilson and R. N. Gray).

Conciliation boards established. CP Air, Vancouver International Airport, B.C., and International Association of Machinists and Aerospace Workers, Lodge 764 (representing maintenance employees) (LG, Aug, p. 559).

Bunge of Canada Limited, Québec, Québec and International Longshoremen's Association, Local 1739 (LG, July, p. 492).

Maritime Employers Association (acting on behalf of the Shipping Federation of Canada Inc.), Port of Halifax, N.S., and International Longshoremen's Association, Local 269 (LG, July, p. 492).

Maritime Employers Association (acting for and on behalf of the Shipping Federation of Canada Inc.), Port of Saint John, N.B., and International Longshoremen's Association, Local 273 (LG, June, p. 405).

Conciliation boards fully constituted. The Conciliation Board established to deal with a dispute between Aqua Transportation Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Seamen's Section) (LG, Aug, p. 561) was fully constituted with the appointment of Prof. Joseph C. Smith of Vancouver as chairman. Prof. Smith was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee J. A. Pollock and union nominee Donald Garcia, both of Vancouver.

The Conciliation Board established to deal with a dispute between Aqua Transportation Limited, Vancouver, B.C., and Canadian Merchant Service Guild (LG, Aug, p. 561) was fully constituted with the appointment of Prof. Joseph C. Smith of Vancouver as chairman. Prof. Smith was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee J. A. Pollock and union nominee Donald Garcia, both of Vancouver.

The Conciliation Board established to deal with a dispute between Canadian National Railways and CP Rail (System) and United Transportation Union (T) was fully constituted with the appointment of R. A. Gallagher, Q.C., of Winnipeg as chairman. Mr. Gallagher was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee R. V. Hicks, Q.C., Toronto, and union nominee David L. McWilliam, Ottawa.

The Conciliation Board established to deal with a dispute between the Railway Association of Canada and Division No. 4, Railway Employees' Department, AFL/CIO was fully constituted with the appointment of Judge J. C. Anderson of Belleville as chairman. Judge Anderson was appointed by the Minister on the joint recommendation of the other two members of the Board, companies' nominee J. W. Healy Q.C., Toronto, and unions' nominee Adrian Villeneuve, Montreal.

Conciliation board report received. Great Lakes Pilotage Authority, Cornwall, Ontario and Public Service Alliance of Canada (LG, July, p. 493).

Settlement reached before board fully constituted. Royal Canadian Mint, Ottawa, Ontario and Public Service Alliance of Canada (LG, Aug, p. 561).

Settlement reached by conciliation board. Rio Algom Mines Limited (Nordic Section and Quirke Section), Elliot Lake, Ontario and United Steelworkers of America (LG, Aug, p. 561).

Settlements reached following board procedure. Great Lakes Pilotage Authority, Cornwall, Ontario and Public Service Alliance of Canada (see above).

British Columbia Telephone Company, Vancouver, B.C., and Federation of Telephone Workers of British Columbia (representing employees of Traffic, Plant and Clerical Divisions) (LG, Aug, p. 562).

Manitoba Pool Elevators; Nati
Grain (1968) Limited; Parrish
Heimbecker Limited; Richard
Terminals Limited; Saskatche
Wheat Pool; United Grain G
ers Limited and Brotherhoo
Railway, Airline and Steam
Clerks, Freight Handlers, Exp
and Station Employees, Lodge
(LG, Aug, p. 562).

Canadian National Hotels Lim
(Nova Scotian Hotel), Hal
N.S., and Hotel and Restau
Employees and Bartenders I
national Union, Local 662 (M
ator: R. L. Kervin) (LG, Aug
562).

CP Rail (System) and Brotherh
of Locomotive Engineers (M
ator: M. K. Carson).

Radio Laurentides Inc. (CK
Saint-Jérôme, Québec and
Syndicat général des Comm
cations, Section CKJL (Mediato
J. de Gaspé Loranger) (LG, Jul
493).

CP Rail (System) and Un
Transport Union (T) (represen
dining, café and buffet car
ployees) (Mediator: M. K. Cars

**Settlement by Mediator ur
Section 195.** Canadian Nati
Hotels Limited (Nova Scotian
tel), Halifax, N.S., and Hotel
Restaurant Employees and Bar
ders International Union, L
662 (strike terminated June 18
the mediation assistance of
Kervin) (see above).

AILWAY ARBITRATION

cases were heard by the Rail- Office of Arbitration in May. e, the grievance was allowed n another, the grievance was d beyond the Arbitrator's ju- tion. Three were dismissed. 409 was not available.

No. 407. Dispute between Canadian National Railway pany and the Brotherhood of ay, Airline and Steamship s, Freight Handlers, Express tation Employees, over aboli- of a claims inspector position, it was advertised.

The company stated that, after the inspector position was bulletined, a review of the workload showed that a full-time claims inspector was not required. Certain functions were then assigned to other positions, and to a new position of clerk typist, a lower rated job.

The union, contending that the clerk typist performed the same class of work as the claims inspector, demanded re-instatement of the position, its award to the senior qualified applicant and compensation for wages lost due to the cancellation.

The arbitrator, in dismissing the grievance, said that the job of Clerk Typist was, in fact, not the same as Claims Clerk, and that the company had given the required four days notice of the cancellation of the position.

Case No. 408. Dispute between Canadian Pacific Limited (CP Rail-PA. Reg) and the Transportation-Communication Division of BRAC over the displacement of a dispatcher.

A diesel co-ordinator returned to his seniority district, displacing the junior permanent full-time dispatcher, who then displaced the junior part-time permanent dispatcher. The union contended that the diesel co-ordinator should have displaced the junior part-time permanent dispatcher and asked that the permanent dispatcher be reinstated with payment for wages lost. The company contended that the grievor, the junior full-time permanent dispatcher, had not been improperly displaced and, in any case, the issue was not arbitrable because it had not been processed within the time limits.

Originally there had been no time limits set on the presentation of a grievance or its processing; however, a new agreement established that unsettled grievances must be referred to arbitration within 28 days of the date that the new agreement became effective. Fifty-one days after the effective date, the union asked that the matter be referred to arbitration.

Although there had been an exchange of correspondence after the effective date of the agreement, the arbitrator pointed out that the correspondence was merely asserting the union's position and did not advance the grievance. He concluded that, in any event, the time limits were not complied with and thus the grievance was beyond his jurisdiction. The company's objection was sustained.

Case No. 410. Dispute between Canadian Pacific Transport Company Limited and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the method used to calculate annual vacations due employees who work less than full-time.

The brotherhood contended that an employee required to work any portion of a day be credited, for vacation purposes, with a full day of cumulative service. The union sought to proceed directly to arbitration, without processing through procedure and as a union rather than an individual grievance.

The arbitrator pointed out that he has no jurisdiction to hear a matter that has not been properly processed, and in this case, the grievance had not been processed in accordance with the terms of the agreement. The grievance was dismissed.

Case No. 411. Dispute between Canadian Pacific Transport Company Limited and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the award of a position to an employee with less seniority than another applicant.

An advertised position w
awarded to an employee who
junior to an employee who
applied for it. The union c
tended that the senior emplo
should have been given the p
tion and allowed a trial period
which to demonstrate her ab
to do the work. It was sugges
that her activity as a union re
sentative may have prejudiced
company's view.

The company, on awarding
job to a person of lesser senio
had, following the terms of
agreement, furnished the un
with written reasons behind
choice.

The arbitrator said that, accord
to the agreement, the comp
must be shown to have made
choice "in an improper mann
the union must then show that
grievor has sufficient ability
merit to fill the position. In the
bitrator's opinion, there had b
no impropriety in the manne
which the choice was made
the union had not shown that
grievor had the required ab
and merit. The grievance was
missed.

Case No. 412. Dispute betw
Canadian Pacific Limited (CP R
and the Brotherhood of Railw
Airline, and Steamship Cle
Freight Handlers, Express and
tion Employees over wages paid
a clerk who was absent from w
because of sickness.

clerk, absent on account of sick-
ss was replaced for two hours
a lower-rated employee, who
spaid at a higher rate. The
ion contended that the clerk
ould have been paid his regular
y' wages, less the additional
nt paid to the person who
ded him for two hours.

ecompany, having paid a
her rate to the lower-rated
er who replaced the clerk,
nded that the difference be-
en the replacement's regular
nd that of the clerk consti-
e an additional expense.

e rbitrator pointed out that the
ion was claiming a lower pay-
r than if the grievor had been
ork the full day; thus there
s no extra expense to the com-
n and according to the agree-

ment, the grievor is entitled to full pay provided that "the company is not put to additional expense on account thereof."

The difference between the lower rated employee's regular rate, and the rate he received while doing the grievor's job was said to be an additional expense to the company, the Arbitrator continued, and if the grievor were to receive the higher pay, the company would indeed have been put to extra expense. The company also contended that claiming the man's regular pay minus the time lost while he was on sick leave, the union was violating the agreement; but by withholding the full day's pay, "the grievor's pay is reduced 100 per cent, while the company effects a savings," the arbitrator said. "The general provision that pay not be reduced is subject to the overriding provision that the company not be put to additional expense." And, according to his interpretation of the agreement, the grievor is entitled to his regular pay up to the amount at which payment would represent an additional expense to the company. Accordingly, the grievance was allowed.

DECISIONS OF THE UMPIRE

CUB 3191. The represented claimants were laid off at the end of their shift on November 19, 1971. They had been notified on November 18, 1971 that their layoff was to take place on November 19. As the strike deadline was not announced until November 19, it is clear that the strike was not the cause of their layoff, as they were given notice of layoff before the strike was called, the Chief, Entitlement Determination of the Commission, stated.

The representative claimant is a member of Local 195, UAW. On November 22, 1971, he filed an application for benefit, stating that he was last employed as a mill hand from February 15, 1965 up to and including November 19, 1971, when he became separated from his employment because of a work shortage. A benefit period was established effective November 21, 1971.

According to the insurance officer's submission to the Board of Referees, a labour dispute existed at the premises at which the claimant was employed. He described to the Board the circumstances that led to the dispute, his findings and his considerations.

Background to the dispute. The bargaining agreement between the employer and the union expired September 30, 1971. During an interview on December 1, 1971, with the vice-president and general manager, and the plant manager, it was ascertained that negotiations concerning the terms and conditions to be included in a newal agreement began Sept ber 8, 1971. The union reques conciliation on September 1971 and the conciliation offi from the Ontario Department Labour met with the employer union representatives October 1971. He submitted a "No Bo Report" on November 2, 1971. international representative of UAW confirmed the above in mation.

The vice-president and gen manager said the main issues dispute were wages, fringe b efits, rules and regulations. plant manager gave the m points in dispute as all monet matters, plant-wide seniority, posting and transferring. He sta the union membership voted strike action on October 22, 1

old negotiations fail and the
n called its members out on
e on Sunday November 21,
7. It was expected strike pay
ld be paid effective from No-
ber 28, 1971, contingent on
cipation in picket duty. First
ment would be made on De-
ber 6, 1971.

e vice-president and general
ager stated that 11 production
ers, members of Local 195,
W, were laid off at the end of
day shift, November 19, 1971,
use of a shortage of work. He
ained the cause for the short-
of work as follows: On the eve
e provincial election an un-
irmed rumour has been made
lic that the employer intends
ose their ... Plant, which he
was not true. The company
ufactures tools for automotive
ufacturers designed for a spe-
phase of the operation,
h requires strict delivery
ts. As a result of the rumour or-
fell off rapidly and the com-
decided to ship all finished
ds on hand November 19,
. He reported that if the strike
not occurred the employees
ld have been laid off that day,
riday, because there would
e been no work available
day morning.

impossible to confirm that the
our resulted from protracted
ussions between the company
the union. The company be-
d the union was responsible
tarting the rumours but union
ials denied this.

The general manager called a meeting of all salaried employees immediately after the news article appeared in the paper, alleging the employer intended to close the plant, to inform them the newspaper information was incorrect, and, to the best of his knowledge, there was no intention to close the plant.

The employer was first aware of the strike deadline Friday November 19, 1971, and decided to ship out all the finished goods that same day because of the strike deadline and to maintain good relations with their customers.

The insurance officer stated that the dispute between the employer and the union resulting in protracted discussions concerning the terms and conditions of employment to be incorporated into a renewal agreement, is a labour dispute within the meaning of Sec. 44(4) of the Unemployment Insurance Act 1971.

An appreciable stoppage of work occurred at the premises involved when the employer, upon becoming aware on November 19, 1971, that the union intended to call its members out on strike at 12:01 a.m. on November 21, 1971, laid off 11 production workers at the end of their shifts on November 19, 1971.

As their loss of employment, whether the result of strike action and the withholding of their labour, or of the employer's action in effecting an earlier lay-off, was the direct result of the stoppage of work attributable to the labour dispute, the members of the grades or classes covered by the union become participants in the dispute.

It is clearly evident that members of the grades or classes covered by the agreement lost their employment because of a work stoppage attributable to a labour dispute at the premises where they were employed. They are, therefore, considered to be subject to disentitlement under the provisions of Sec. 44(1) or 63(1) of the Act. They have not proved entitlement to relief from disqualification under the provisions of Sec. 44(2) or 63(2) of the Act. Such claimants are subject to disentitlement or disqualification effective November 22, 1971, the commencement date of the stoppage of work or the commencement of their subsequent claim for benefit for the duration of the stoppage of work, the insurance officer said.

The insurance officer considers that the employer's action in laying off 11 employees, one of whom is the claimant, is directly related to the decision the employer made to ship all finished goods on hand on November 19, 1971, and that such decision would not have been taken had it not been for the employer's becoming aware on that day of the date of the impending stoppage of work. If it had not been for the prolonged labour dispute between the parties, there would have been a rapid falling off of orders, and there would have been no shortage of work.

The 11 employees laid off at the end of their shift on November 19, 1971 are considered to be an appreciable group of the total work force of 71 and an appreciable stoppage of work, therefore, would exist when their next normal shift would have begun on November 22, 1971. With the strike and the cessation of all production on November 22, 1971, a complete stoppage of work occurred. Therefore it is held that the claimant's loss of employment as of November 22, 1971 is the direct result of the stoppage of work. The claimant is subject, therefore, to disqualification.

The insurance officer notified the claimant on December 20, 1971 that according to Sec. 44 of the Act he was disqualified from receiving benefit from November 21, 1971, because he had lost his employment by reason of a work stoppage attributable to a labour dispute "at the factory, workshop or other premises at which he was employed." From this decision, the claimant lodged an appeal with a board of referees on January 18, 1972.

After settlement of the dispute, the insurance officer considered that there had been a reasonable work resumption at the employer's premises on January 31, 1972. As a result, the officer decided, on January 28, 1972, to terminate the period of disqualification relative to the work stoppage in this labour dispute.

The board of referees, by a majority, came to the conclusion that the claimant had lost his employment because of the work stoppage that occurred at his place of employment because of a labour dispute and that he had not proved that there was no participation, financing, or direct interest on his part, or on the part of any members of his grade or class of workers who, immediately before the commencement of the stoppage, were employed at the premises at which the stoppage was taking place. As a consequence, they decided to uphold the disqualification imposed by the insurance officer and rejected the appeal.

The dissenting member contended that the insurance officer's findings were filled with unjustifiable errors that resulted in the disqualification of the 11 men and, he believed, if accuracy had been practised, the case would not have been before the board. He also stated "...I submit to both the board and the appellants that the majority decision is in error as a result, perhaps, of misinformation on the part of the officer who submitted the report. For the board to ignore the rights of the appellants' eligibility for benefit would be comparable to genocide when whole groups are penalized because of their status whether involved or not, whether the situation is applicable or not.

"I submit that the decision of the board is not in the best interests of the appellants, the Commission, the board, or the Act, for I must believe that the Act was not written to penalize uninvolved individuals solely because of their past employer or their previous membership in a trade union.

"While I cannot instruct the pellants I believe that this pa ular case leaves much to be sired in light of the ruling by board. It is probable that in the ture, as a result of the majority minority reports given in this c a review of the circumstances be needed to clarify when and how long a claimant continue be a member of a class or gr after a layoff regardless of his r to belong to a labour union."

On March 6, the interested un appealed to an Umpire on grounds that when the board dered their decision they faile take into account all the evide presented and the stateme which were made in this case.

The Commission's Chief, Enti ment Determination, stated: " only question at issue in this c is whether the claimant and oth listed ... were laid off due to l of work unconnected with stoppage of work which a from the dispute in which t were directly interested. The jority and minority members the board of referees, who had opportunity of hearing all the terested parties, have dealt in tail with the evidence that submitted to them at the hearin do not consider it necessary make any further observations cept to refer to CUBs 1817, 2 and 2434A, which appear to relevant to the present case."

h decision the Umpire said: essential issue is whether the ented claimants lost their oyment by reason of a stop- of work attributable to a la- dispute. There was a labour ute at the premises con- d, in connection with which were negotiations and nu- us meetings during the pe- eptember 8, 1971 to Novem- , 1971. The union requested diation in September. A con- on officer met with the em- r and union representatives ubmitted a "No Board Re- in October. The union mem- ip also voted in October in r of strike action and a strike called commencing Sunday, mber 21, 1971. Picket lines established on Monday ring, November 22. It is be- question that the strike and t lines caused a complete age of work and that such age was because of a labour te.

"But the represented claimants were laid off at the end of their shift on November 19. They had been notified on November 18 of their layoff to take place on November 19. The strike deadline was not announced until November 19, which was the day after the claimants were given notice of their layoff. It is clear, therefore, that the strike was not the cause of their layoff, for they were given notice of layoff before the strike was called.

"This brings us to the question—why were the claimants laid off? The proximate cause was lack of orders. There is evidence that a publicized rumour that the company intended to close its plant probably played a part in the lack of orders. There is also evidence that purchasing agents knew of the protracted and unsettled contract negotiations. In this respect one cannot overlook that negotiations had been going on from September 8, that there was a vote in October for strike action, and that there is no suggestion in the evidence that the lack of orders was due to purely economic conditions or seasonal factors or matters unrelated to the continuing labour dispute. I think that a reasonable inference from the evidence is that the lack of orders caused the layoff of the claimants and stoppage of their work at the plant and that all of this was attributable to the continuing labour dispute; and the stoppage of work was appreciable, having regard to the number of workers laid off when considered along with the total number of production workers.

"It follows that the essential elements warranting disqualification under section 44(1) were present, namely (a) loss of employment (b) by reason of a stoppage of work, (c) attributable to a labour dispute. The claimants were directly interested in the labour dispute and therefore cannot have relief under Sec. 44(2). The appeal, as a representative appeal, is dismissed."

PUBLICATIONS IN THE LIBRARY

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The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

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LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Y
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE* Week ended June 23, 1973		9,613	+ 3.0	+
Employed	June	9,110	+ 3.0	+
Agriculture	"	515	+ 0.4	−
Non-agriculture	"	8,595	+ 3.2	+
Paid workers	"	8,056	+ 3.8	+
At work 35 hours or more	"	7,343	+ 3.9	+
At work less than 35 hours	"	1,337	− 6.8	+
Employed but not at work	"	430	+ 25.4	+
Unemployed	"	503	+ 2.0	−
Atlantic	"	56	− 17.6	+
Québec	"	189	+ 6.2	−
Ontario	"	150	+ 12.8	−
Prairie	"	45	− 13.5	−
British Columbia	"	63	+ 1.6	−
Without work and seeking work	"	486	+ 2.5	−
On temporary layoff up to 30 days	"	17	− 10.5	+
INDUSTRIAL EMPLOYMENT (1961 = 100)†	March	130.8	+ 1.2	+
Manufacturing employment (1961 = 100)†	"	126.1	+ 1.0	+
IMMIGRATION	Year 1972	86,787	−	−
Destined to the labour force	"	42,417	−	−
STRIKES AND LOCKOUTS				
Strikes and lockouts	May	138	+ 29.0	+
No. of workers involved	"	40,500	+ 74.7	−
Duration in man days	"	535,020	+ 119.6	−
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	March	157.44	+ 0.6	+
Average hourly earnings (mfg.)†	"	37.6	+ 1.1	+
Average weekly hours paid†	"	40.3	+ 0.2	+
Consumer price index (1961 = 100)	"	145.7	+ 0.3	+
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	"	137.8	− 0.1	+
Total labour income (Millions of dollars)†	May	5,310.0	+ 2.8	+
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	May	212.7	+ 0.1	+
Manufacturing I	"	209.3	+ 0.2	+
Durables	"	242.5	+ 0.3	+
Non-durables	"	183.0	+ 0.7	+
NEW RESIDENTIAL CONSTRUCTION**				
Starts	May	19,453	+ 5.4	
Completions	"	19,701	+ 41.5	
Under construction	"	160,198	− 0.4	

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, whic addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

TRIKES AND LOCKOUTS

ıstical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department ..abour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three ..es in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all ..ers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the ..k stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

..KES AND LOCKOUTS, 1968-1973

..r or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
6..	559	582	223,562	5,032,730	0.32
6..	566	595	306,799	7,751,880	0.46
7..	503	542	261,706	6,539,560	0.39
71	547	569	239,631	2,866,590	0.16
7..	492	532	690,667	7,848,360	0.43
7.. May	57	109	62,854	936,540	0.59
June	66	127	131,278	1,214,620	0.75
July	42	100	94,666	1,104,230	0.71
August	34	86	36,209	617,060	0.36
September	45	95	33,340	462,470	0.32
October	31	78	29,501	419,520	0.27
November	37	92	32,703	368,520	0.24
December	19	78	11,318	155,220	0.11
7.. January	30	89	12,318	186,830	0.12
February	31	91	16,048	201,110	0.14
March	36	88	19,024	242,870	0.15
April	46	107	23,185	243,680	0.16
May	68	138	40,500	535,020	0.32

..eminary. †Revised.

..IES AND LOCKOUTS, MAY, 1973, ..INDUSTRY (PRELIMINARY)

..stry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
..ry	—	—	—	—
..e	2	7	2,538	34,470
..facturing	41	89	30,737	425,810
..struction	5	8	2,561	38,270
..portation and utilities	4	6	1,192	9,310
..d	7	14	1,105	14,500
..ce	—	—	—	—
..ce	6	11	2,189	9,960
..l administration	3	3	178	2,700
ALL INDUSTRIES	68	138	40,500	535,020

STRIKES AND LOCKOUTS, MAY, 1973, BY JURISDICTION (PRELIMINARY)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	2	5	2,015	30,740
Prince Edward Island	1	1	5	80
Nova Scotia	5	6	3,085	31,850
New Brunswick	1	3	327	6,160
Quebec	28	56	18,020	243,510
Ontario	16	34	12,204	160,680
Manitoba	5	7	1,236	13,190
Saskatchewan	1	5	346	3,470
Alberta	2	3	130	620
British Columbia	3	13	1,492	30,360
Federal	4	5	1,640	14,360
ALL JURISDICTIONS	68	138	40,500	535,020

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY 1973 (PRELIMINARY)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days May	 Accumulated	Starting Date Termination Date	Major Issues Result
Mines						
METAL						
American Smelting & Refining Co., Buchans, Nfld.	Steelworkers Loc. 5457 and I.B.E.W. Loc. 674 (AFL-CIO/CLC)	570	12,540	30,780	Mar. 15 –	Wages–
Noranda Mines Limited, Geco Division, Manitouwadge, Ont.	Canadian Union of Base Metal Workers (CNTU)	412	9,060	14,000	Apr. 12 –	Wages, fringe benefits days–
Sullivan Mining Group Ltd., Division Cupra and d'Estrie, Stratford Centre, Cté Wolfe, Qué.	Steelworkers Loc. 15383 (AFL-CIO/CLC)	282	1,970	2,250	Apr. 30 May 10	Wages–75¢ an hr. in over a 3-yr. contract.
NON-METAL						
Duval Potash Company, Saskatoon, Sask.	Steelworkers Loc. 7458 (AFL-CIO/CLC)	215	2,370	11,620	Feb. 28 May 16	Wages, job classifi 11% wage increase May 15, 1973, 5% 2nd. the next three months ov month period; other in benefits.
Aluminum Co. of Canada Ltd., Newfoundland Fluorspar Div., St. Lawrence, Nfld.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	330	7,260	13,860	Apr. 2 –	Wages–
Asbestos Corporation Ltd., Black Lake Mines, Que.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	550	550	550	May 18 May 20	Alleged slowness in grievances–Return of pending negotiations.
Domtar Chemical Ltd., Sifto Salt Division, Goderich, Ont.	Chemical Workers Loc. 682 (AFL-CIO/CLC)	179	720	720	May 28 –	Wages, hours, fringe fits–
Manufacturing						
FOOD AND BEVERAGES						
Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	8,360	95,910	May 26 –	Wages, hours–
Bonavista Cold Storage Ltd., Bonavista, Nfld.	Food Workers Loc. 1253 (AFL-CIO/CLC)	357	5,950	42,250	June 29 May 25	Wages, hours, overtim paid holidays–20¢ increase across the bo 1972, 20¢ an hr. in 1973 workers, 5¢ an hr. increa for cutters.

TIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days May	 Accumulated	Starting Date Termination Date	Major Issues Result
B.C. Distillery Co. Ltd., Thomas Adams Distillers, New Westminster and Vancouver, B.C.	Distillery Workers Loc. 69 (AFL-CIO/CLC)	190	4,180	12,060	Mar. 1 —	Wages, pension plan, vacation—
Fry-Cadbury Ltd., Montreal, Que.	Commerce Employees (CNTU)	700	15,400	18,900	Apr. 24 —	Wages—
Canada Packers, Bramalea, Ont.	Food Workers (AFL-CIO/CLC)	100	100	100	May 1 May 2	Not reported—Not reported.
Molson's Brewery (Ontario) Ltd., Toronto, Ont.	Brewery Workers Loc. 304 (AFL-CIO/CLC)	325	650	650	May 14 May 16	Not reported—Not reported.
Old Dutch Foods Ltd., Winnipeg, Man.	Food Workers Loc. 520 (AFL-CIO/CLC)	115	1,500	1,500	May 15 —	Wages, hours, working conditions
J. J. Joubert, Montreal, Que.	Steelworkers Loc. 14,850 (AFL-CIO/CLC)	225	1,800	1,800	May 17 —	Not reported—
Boulangerie Diana Inc., Quebec, Que.	Commerce Employees (CNTU)	120	1,200	1,200	May 17 —	Wages, hours, overtime, other matters—
Pêcheurs Unis du Québec, Newport, Cté Gaspé-Sud, Qué.	Commerce Employees (CNTU)	249	2,240	2,240	May 21 —	Not reported—
Pêcheurs Unis du Québec, Rivière au Renard, Cté Gaspé-Sud, Qué.	Commerce Employees (CNTU)	289	2,600	2,600	May 21 —	Not reported—
Slack's Brothers Ltd., Waterloo, Que.	Commerce Employees (CNTU)	270	810	810	May 28 —	Wages, working conditions—
BER						
Firestone Tire & Rubber, Joliette, Que.	Rubber Workers Loc. 790 (AFL-CIO/CLC)	300	6,600	14,700	Mar. 22 —	Delayed negotiations in a new contract—
TILES						
Asten-Hill Ltd., Valleyfield, Que.	Textile Federation (CNTU)	140	1,400	5,320	Mar. 21 May 15	Not reported—Not reported.
Consolidated Textiles Limited, St. Hyacinthe and Joliette, Que.	Syndicat du Textile de Soie Inc. (CSD)	230	5,060	9,200	Apr. 4 —	Wages, 5-day work week—
OD						
MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	4,180	45,600	June 19 —	Not reported—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY 1973 (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: May	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Canadian Forest Products, Huntting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,400	36,000	Sept. 13 –	Protest against the suspe of fellow workers for a slowdown—
Goodman Staniforth, Tee Lake, Cté Témiscamingue, Qué.	Carpenters Loc. 3057 (AFL-CIO/CLC)	243	3,400	6,960	Apr. 9 May 21	Wages, vacations—90¢ a increase over 3 years; imp vacation pay.
FURNITURE AND FIXTURES						
J. W. Kilgour Bros. Ltd., Beauharnois, Que.	Syndicat de l'Industrie du Meuble de Beauharnois (CSD)	160	960	2,080	Apr. 23 May 9	Not reported—Not reporte
PAPER						
Canadian Johns-Manville, North Bay, Ont.	Pulp and Paper Mill Workers Loc. 870 (AFL-CIO/CLC)	100	1,400	1,400	May 11 –	Not reported—
Somerville Industries, Scarborough, Ont.	Auto Workers Loc. 303 (CLC)	100	1,000	1,000	May 17 –	Not reported—
Associated Paper Mills, St-Laurent, Que.	Pulp and Paper Workers' Federation (CNTU)	115	460	460	May 28 –	Not reported—
PRINTING AND PUBLISHING						
Le Soleil, Quebec, Que.	Various unions	600	2,400	2,400	May 8 May 12	Alleged dispute over nological changes—Retu workers when an agre was reached.
Four printing firms, Quebec, Que.	Graphic Arts International Union Loc. 509 (AFL-CIO/CLC)	120	960	960	May 15 May 28	Alleged slowness in co negotiations—Return of w when agreement reached.
Windsor Star, Windsor, Ont.	Various unions	150	1,800	1,800	May 15 –	Dispute over the introd of new technology—
PRIMARY METALS						
Metal Industries Association (representing four foundries companies) Vancouver area, B.C.	Steelworkers Loc. 6721 (AFL-CIO/CLC)	300	6,600	21,900	Feb. 16 –	Wages—
Ontario Malleable Iron Co. Ltd., Oshawa, Ont.	Steelworkers Loc. 1500 (AFL-CIO/CLC)	300	6,600	19,500	Feb. 28 –	Wages, shorter work week tective contract language—
Western Canada Steel Ltd., Vancouver, B.C.	Steelworkers Loc. 3302 (AFL-CIO/CLC)	300	6,600	16,200	Mar. 15 –	Wages, hours—

TIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days May	 Accumulated	Starting Date Termination Date	Major Issues Result
Atlas Steel Co. Ltd., (A division of Rio Algom Mines) Welland, Ont.	Steelworkers (AFL-CIO/CLC)	1,605	1,610	17,660	Apr. 16 May 2	Members not satisfied with proposal put forth by company—32¢ an hr. increase 1st.-yr., 30¢ 2nd.-yr., 18¢ the 3rd.-yr.
Sidbec-Dosco, Montreal, La Salle and Contrecoeur, Que.	Steelworkers various locals (AFL-CIO/CLC)	1,188	15,820	28,200	Apr. 21 —	Wages, fringe benefits—
Sidbec-Dosco, Etobicoke, Ont.	Steelworkers Loc. 5927 (AFL-CIO/CLC)	250	4,500	6,600	Apr. 23 May 28	Wages fringe benefits—$31 per wk. increase spread over three years; improved fringe benefits.
Maritime Steel Ltd., New Glasgow, N.S.	Steelworkers Loc. 3172 (AFL-CIO/CLC)	115	120	240	Apr. 30 May 2	Alleged dispute over suspension of an employee—Return of workers pending discussions with union and company.
Alcan, Arvida, Que.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	200	1,000	1,000	May 3 May 10	Alleged grievance over job task evaluation—Return of workers pending further negotiations.
Galt-Brantford Malleable, Brantford, Ont.	Molders Loc. 29 (AFL-CIO/CLC)	180	360	360	May 6 May 9	Not reported—Not reported.
Alcan Canada Foils Limited, Scarborough, Ont.	CLC-directly chartered	142	1,560	1,560	May 11 May 28	Wages, fringe benefits—18% wage increase over a 2-yr. contract
Maritime Steel & Foundries Ltd., New Glasgow, N.S.	Steelworkers Loc. 3172 (AFL-CIO/CLC)	125	1,630	1,630	May 14 —	Renewal of overall working agreement—
AL FABRICATING						
Locweld & Forge Products Ltd., Montreal, Que.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	160	3,520	42,080	July 25 —	Not reported—
Canron Ltd., Eastern Structural Div., Rexdale, Ont.	Structural Iron Workers Loc. 743 (AFL-CIO/CLC)	260	5,720	11,440	Mar. 29 —	Not reported—
CHINERY						
Borg Warner (Canada) Ltd., Byron, Jackson Division Scarborough, Ont.	Machinists Loc. 235 (AFL-CIO/CLC)	110	2,420	6,270	Mar. 12 —	Wages, pension plan, fringe benefits—
NSPORTATION						
IPMENT						
Canadian Shipbuilding and Engineering Ltd., Collingwood, Ont.	Steelworkers Loc. 6320 (AFL-CIO/CLC)	900	12,600	26,100	Apr. 7 May 21	Wages, fringe benefits—Wage increase according to job classification.
Davie Shipbuilding Ltd., Lauzon, Que.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	2,431	48,620	48,620	May 3 —	Alleged slowness in contract negotiations—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY 1973 (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: May	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Marine Industrie Limitée, Tracy, Que.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	2,642	25,100	25,100	May 17 —	Wages, hours, fringe benefi
ELECTRICAL PRODUCTS						
Enterprise Foundry Ltd., Sackville, N.B.	Molders Loc. 140 (AFL-CIO/CLC)	240	5,280	6,240	Apr. 25 —	Wages—
Ferranti-Packard Ltd., Weston, Ont.	U.E. Loc. 525 (CLC)	168	3,700	4,370	Apr. 25 —	Wages, hours, job sec other matters—
Northern Electric Co. Limited, Various locations, Ontario.	Various unions	5,600	88,520	88,520	May 7 —	Wages, cost-of-living a ances, pensions, vacations-
Northern Electric Co. Limited, Montreal area, Que.	Various unions	4,800	74,600	74,600	May 8 —	Wages, cost-of-living a ances, pensions, vacations-
*Northern Electric Co. Limited, Western Region, Canada.	Canadian Union of Communications Workers (Ind.)	650	5,850	5,850	May 18 —	Wages, hours, other benefi
NON-METALLIC MINERAL PRODUCTS						
Asbestonos Corp., St. Lambert, Que.	Auto Workers Loc. 1469 (CLC)	176	3,870	6,330	Apr. 10 —	Not reported—
Various concrete companies, Ottawa, Ont.	Teamsters Loc. 230 (Ind.)	243	240	240	May 28 May 29	Not reported—Not reporte
Construction						
Construction Assoc. Management Labor Bureau (representing 53 contractors) Mainland, N.S.	Carpenters various locals (AFL-CIO/CLC)	1,600	28,800	28,800	May 7 —	Wages—
Winnipeg Builders Exchange (Mechanical Contractors Association) Winnipeg area, Man.	Plumbers Loc. 254 (AFL-CIO/CLC)	830	8,240	8,240	May 14 —	Wages, working condition
Transportation and Utilities						
TRANSPORTATION						
*CNR, Toronto, Ont.	United Transportation Union (AFL-CIO/CLC)	300	300	300	May 24 May 25	Protesting slowness in co negotiations—Return workers.

RKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MAY 1973 (PRELIMINARY) (CONCL'D.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days May	 Accumulated	Starting Date Termination Date	Major Issues Result
ER, GAS AND WATER						
Nfld. Light & Power Co. Ltd., Various locations, Newfoundland.	I.B.E.W. Loc. 1620 (AFL-CIO/CLC)	385	4,620	4,620	May 15 —	Wages, hours—
le						
Cline independent drug stores, Vancouver, Coquitlam and New Westminster, B.C.	Retail Clerks Loc. 1518 (AFL-CIO/CLC)	110	2,420	7,590	Feb. 23 —	Negotiating the first contract—
Magasins Continental ltée, Various locations, Saguenay-Lac St. Jean, Que.	Commerce Employees (CNTU)	235	4,470	6,820	Apr. 17 May 24	Wages, hours, seniority, working conditions—Wage increases, 3 weeks vacation after 3 years, 4 weeks after 10 years; improved sick leave.
Seven automobile dealer companies, Thunder Bay, Ont.	Machinists Loc. 1120 (AFL-CIO/CLC)	191	2,170	2,170	May 7 May 28	Wages, fringe benefits—50¢ per hr. increase now, 25¢ Mar. 1, 1974, 25¢ Sept. 1, 1974.
Dominion Stores Ltd., Winnipeg, Man.	Retail Clerks Loc. 832 (AFL-CIO/CLC)	184	2,610	2,610	May 11 —	Demand for a jointly administered trusteed pension fund—
Provigo Inc., Sept-Iles, Que.	Commerce Employees (CNTU)	220	160	160	May 22 —	Not reported—
lice						
CATION						
Halifax County Municipal School Board, Halifax County, N.S.	Nova Scotia Teachers' Union	1,160	1,160	1,160	May 25 May 28	Alleged dispute over teaching conditions—Return of teachers, settlement not reported.
LTH AND WELFARE						
Western Memorial Hospital, Corner Brook, Nfld.	Public Employees Loc. 488 (CLC)	373	370	370	May 3 May 4	Wages—Return of workers.
OMMODATION AND OD SERVICES						
Hotel Nova Scotian (CNR), Halifax, N.S.	Hotel Employees Loc. 662 (AFL-CIO/CLC)	245	4,810	4,810	May 4 —	Wages, hours—
Ruby Foo's Restaurant, Montreal, Que.	Hotel Employees Loc. 382 (AFL-CIO/CLC)	150	450	450	May 9 May 13	Not reported—Not reported.
lic Administration						
AL ADMINISTRATION						
Corp. of the City of Sault Ste. Marie, Sault Ste. Marie, Ont.	Public Employees Loc. 67 (CLC)	130	2,530	2,530	May 2 —	Wages, cost-of-living allowances—

eral Jurisdiction

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